Local Government Service

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THE SPIRIT OF THE CONFERENCE AND ITS POLICY

By The EDITOR

THE Conference of the National Association of Local Government Officers, held in Edinburgh at Whitsuntide, affords a striking example of policy co-ordinated for specific ends. Beneath every memorable piece of work there is one central idea giving life to the several members, while it makes the whole an embodiment of art. That the assembly of the representatives of this organisation should be raised to that high level of constructive labour, is not a literary extravagance. Its foundations are in action.

Let it be supposed that one stands in the gardens which run parallel with the main avenue of Scotland's capital, at a point where the Scott Memorial can be seen in true perspective. There leaps to life the spirit of romance in English literature. The Gothic treatment of the spire, the flying buttress, the decoration, barbaric and minute, fall of their own nature into an order inherent in varied forms invoked by a common purpose. Every detail is imbued with the colour of mediævalism, and the wizard power of the master, Sir Walter, speaks from the stone. The monument—full of diversity—is one harmonious whole; composed of many parts, each with individuality—the Memorial is a concrete co-ordination of conflicting spirits merged in concord.

Moods and Organisation

The Memorial will serve, therefore, by way of illustration. Every memorable piece of work has unity—a doctrine which may be as true of a conference in which many hundred representatives participate; as it is indubitable as a claim for a consummate work of art like Beethoven's Fifth Symphony. An organisation which functions for the furtherance of human justice, a cathedral, the spirit and traditions which animate a court of law, speak with voices as many as the moods and personalities which enter into their creation. But in the final aggregate of colour, form, or sound, harmony is constituted. Unconsciously, the artists and philosophers have laboured to raise mankind by the establishment of unity, where formerly there was division.

In what manner, it may be inquired, do these reflections bear upon the Edinburgh Conference of the National Association of Local Government Officers? Their connection is intimate, indeed. During the last hour of that auspicious gathering, the air was charged with a note of confidence as to the future—a frame of mind which could emerge from the invisible only in consequence of the gradual enunciation of a policy which gained in clarity with every moment added to the age of the Conference itself. This organisation is not a group, or a social body, only concerned to obtain for its members a fair reward for their labour. Without that purpose—important as it is—neither an individual nor a host can contribute to the sum of justice in the sphere of economic and political relationships, but it is far from being the only goal of N.A.L.G.O.

That statement acquires sanction from the addresses which the President of the Board of Trade and Mr. Isaac Foot, M.P. delivered to the Conference. By their utterance, the purpose of its members was given a form which they will not readily permit to pass away. Each speech contributed to the doctrine that local government is a positive factor for the common good; and each speech, in its own way, supported the view that the local government officer is a medium for the stabilisation of society and its improvement.

Mr. William Graham rightly insists that the Local Government Officer is one among the modern handmaids of industry. Often, in our history, the elected representative resisted the State's injunction that he shall cleanse the Augean Stables which the life of money-making has made in town and country. So to speak, it is but yesterday that the manufacturer and the organiser of trade came to perceive that insanitary conditions, high rates of mortality and dwarfed or perverted education, were sources of weakness in commerce as grave as they are evil in the nation. Behind those dull and unimaginative views which hampered industry in the nineteenth century, there was even in that distant time, in the ranks of Local Government Officers, enlightened men who aided the reformer. Their part in making Britain what she is cannot be over-estimated. They are among the instruments of progress which the British have evolved after many experiments with men and institutions.

The President of the Board of Trade contends that the country should not now reward these admirable efforts by excursions into the domain of a spurious and factitious economy. It is true that economic cost, in production and distribution, must be reduced if this country is to export goods in sufficient quantity to pay for imported raw materials and the foodstuffs we do not raise at home. Every attempt to meet that need by the crude unscientific method of salaries reduction, must result in a torrent of injustice. The price of Lancashire cottons in Eastern bazaars is determined by the skill by which raw cotton is turned into finished goods with the minimum expenditure of labour and capital; that price, it should be emphasised, is not decided by the salaries paid to the staff in the Wigan Town Hall. The growing science of local government assists industrial development wherever light and air, sanitation and trained intelligence are counted as essential aids to wealth production.

The Peacemakers

These views were fortified in Mr. Isaac Foot's eloquent address. Its basis was a proposition of much importance. The Local Government Officer is a peacemaker, he maintained, a truth which he urged with special reference to the manifold problems of Indian control and development. Where local government has been carried to high standards there is stability in the nation. No longer merely a machine to preserve order and for the protection of private property, local government is now a force which engenders peace in Great Britain. Through its action the public domain expands, and as the commonwealth gains by each addition of acres and structure, the citizens acquire habits of orderly conduct towards their collective possessions.

In this matter the local government officer performs the part of an educator. Under his guidance through by-laws and his daily routine, effect is given to principles that make for general elevation. The adolescent learns the value of the public park; while the adult assists to promote the general safety by compliance with the regulations for traffic control. As a result of the administrator's action, the utmost benefit is abstracted from the transport system and the supply services, and at every stage of his daily round, the officer conscious of his social function, is aware that he contributes to the sum of general satisfaction.

Finally, therefore, and not always knowingly, the work of the local government officer is an aid to social development. Through his instrumentality the spontaneous movement of social forces is brought under rational control, and to such purpose that conditions are provided which allow for greater freedom on the part of individuals. These were among the ideas that acquired form and strength as the Edinburgh Conference proceeded. They are sentiments and views which have veracity and cause the members of N.A.L.G.O. to face the future with courage and as one harmonious whole.

TOWN AND COUNTRY PLANNING BILL

By the Legal Secretary

THIS Bill, which may adversely affect a number of members of the Association who are employed on town planning work of local authorities, provides for the making of schemes with respect to the development and planning of land, both urban and rural.

A Local Authority for the purposes of the Act is, in the case of London, the London County Council, and in the case of any county, borough, or county district, the Council of that borough or district.

JOINT AUTHORITIES

Sub-clause (2) of clause 2 provides that an Urban or Rural District Council may, at any time, by agreement, relinquish in favour of the Council of the County within which the district is situate, or, if the district extends into two or more counties, in favour of the Council of any of those counties, any of their functions under the Bill upon such terms and subject to such conditions, if any, as may be specified in the agreement, and the relinquishment may be either for a specified term, or pending the rescission or variation of the agreement.

In the Bill as introduced this sub-clause further provided that the agreement above referred to "*may* apply with such modifications and adaptations, if any, as may be agreed, *any* of the provisions of the Local Government Act, 1929, relating . . . to the transfer, superannuation, and compensation of officers."

Under clause 3 two or more local authorities, being local authorities within the meaning of the Act, or County Councils who are desirous of acting jointly in the preparation or adoption of a scheme may concur in appointing a joint committee for the purpose, and under clause 4, if it appears to the Minister of Health to be expedient that two or more local authorities, being local authorities within the meaning of the Act or County Councils, should act jointly in the preparation or adoption of a scheme, he may by order provide for the constitution of a joint committee for the purpose and transfer to the committee any powers which any of the constituent authorities might exercise.

There is no provision in the Bill for the transfer, superannuation and compensation of officers in the case of the constitution of joint committees under either of clauses 3 or 4. It was, therefore, very desirable that steps should be taken to obtain amendments to the Bill not only in sub-clause (2) of clause 2, the provisions of which relating to officers were not satisfactory, but also to provide for the compensation of officers who may be adversely affected by clauses 3 or 4.

Representations were made by the Association to the Ministry of Health, and an amendment to clause 2 was agreed which, although it could not be regarded as entirely satisfactory, went a considerable way towards meeting the objections of the Association, but the Department would not agree to the insertion of any compensation provisions in clauses 3 and 4, their view being that those clauses make no provision for the transfer of officers and that the only officers who might possibly suffer some diminution of salary by reason of the town planning work being transferred from a constituent authority to a joint committee would be officers who are doing this work temporarily and are possibly paid some increased remuneration while the work lasts. It was suggested at the Ministry that the joint committee would be of a temporary character and would thus be extinct as soon as its functions were discharged. Information was collected by the Association to show that there are a number of members of the Association engaged whole time on the town planning work of the local authority by whom they are employed, and that in certain of those cases the officers' appointments have been designated as established posts for the purposes of the Superannuation Act of 1922. This information was furnished to the Ministry, but they still adhered to their decision not to agree to the amendments to clauses 3 and 4 which the Association desired to obtain.

When Clause 2 of the Bill was reached in Committee on May 5, Mr. I. Foot, M.P. for Bodmin, moved the amendment which the Ministry had intimated to the Association they were prepared to accept, but the amendment received a good deal of opposition, not on the ground that there was no need to provide in the Bill for the protection of the officers concerned —it was generally conceded that the Bill should contain provisions giving adequate protection to the officers—but because the provisions relating to the transfer, superannuation, and compensation of officers, even with the proposed amendment, were not really satisfactory from the point of view of either the officers or the authorities concerned. No decision was arrived at on May 5, and the debate was continued on May 7, during the course of which the Solicitor-General undertook that an amendment should be brought up on Report dealing with the officers who would be affected by Clause 2 by applying the provisions of the Local Government Act, 1929, relating to transfer, compensation, and superannuation, subject to necessary modifications and adaptations. In view of that undertaking, Mr. Foot withdrew this amendment.

When Mr. Foot moved an amendment on Clause 3 to provide that the compensation provisions in the Local Government Act, 1929, with such modifications and adaptations as the Minister may by order direct, shall apply in the case of any officer who, in consequence of the constitution of a joint committee suffers any direct pecuniary loss, he again met with considerable opposition from other members of the Committee, but he was strongly supported by Mr. P. M. Oliver, M.P. for the Blackley Division of Manchester.

RELINQUISHED FUNCTIONS

The main arguments of the members who opposed the amendment were that very few officers, if any, would be adversely affected by the setting up of a joint committee under clause 3 or clause 4, and the question of making provision for compensation of officers had not previously arisen in connection with the setting up of many joint committees of various local authorities under Public Health and other Acts. In reply to these arguments examples were given to show how officers could suffer a loss of office or remuneration, and it was urged that there was no reason for differentiating between officers who suffer a loss in consequence of an Urban or Rural District Council relinquishing any of its functions under the Act to a County Council and officers who suffer a loss by reason of the appointment of a joint committee by two or more local authorities.

After further debate the Minister of Health intimated that he was prepared to widen the undertaking previously given and to make it clear that, if any local government officer is adversely affected by the operation of the Act his position shall be safeguarded.

There is, therefore, every reason to hope that the amendments which will be moved on Report will fully meet the points raised by the Association on behalf of the members concerned, who are greatly indebted to Mr. Foot and Mr. Oliver for the action taken by them in Committee.

NALGO IN ACTION

By a Councillor

IT is often suggested as a panacea for domestic, industrial and national problems and misunderstandings that we should "bring the parties together." That this can be done with complete success and mutual satisfaction has been most happily demonstrated by the Willesden U.D.C. and its large staff.

The problems besetting this authority were to discover a suitable basis for the consolidation of all salaries, to define the grades, avoiding all anomalies, so that every employee would know exactly his or her place in the service, to establish a uniform scale of increments and conditions attached thereto, with the setting up of a standard of qualification not only for all new entrants into the service, but one which would operate effectively and fairly with the present staff.

That all these problems were settled with almost complete satisfaction to the several interests, to say nothing of the many minor difficulties involved, is a tribute to the mutual reasonableness which prevailed and is a glowing testimony to the value of the National Association of Local Government Officers, when the interests of its members are being considered.

That all salaries were consolidated on a Civil Service bonus of 70 points, just as the official figure was falling to 55, is indicative of the good will of the Council. That the interests of a staff of over 300 were safeguarded at every point, and the basis upon which this was done was not the actual salaries then received, but those which would accrue on April 1, 1931, when the last instalment of a previous scheme of improvements was due, and that many salaries of odd amounts were rounded *up* instead of *down*, is a splendid tribute to the diplomacy and statesmanship of the representatives of the Association.

It stands to the credit of the organisation that knowing it had the backing of ninety-nine per cent. of the staff it did not ignore the interests of the one per cent. who for reasons known only to themselves keep aloof from N.A.L.G.O.

One could only wish every branch had such advocates as Mr. Frank Finch, Deputy Director of Education; Mr. Pirie, head of the Council's legal department; and Mr. E. A. S. Young, the Chairman of the local branch, that such settlements would then be possible throughout the whole of the Municipal service.

LONG SERVICE

IN the May issue of Local Government Service there appeared in the form of a letter under the signature of Mr. Albert C. Cox, an intimation to the effect that this local government official had completed forty-five years in the service of the Clerk of the Peace for Dorset, which office he entered as a lad of fourteen. It would, as Mr. Cox pointed out in his letter, be interesting to know how many clerks and officials are still on active service who were serving on April 1, 1889, the date upon which County Councils came into being.

One of the first to congratulate Mr. Cox upon his record was Mr. H. G. Powell, of Worcester. In the early part of the year this officer completed forty-seven years' service in the office of the Town Clerk of Worcester. He writes: ". . . . The gentleman who is our honoured Town Clerk, Mr. Sam Southall, was in the office when I came here and completed forty-nine years' service last December and we sincerely hope that he will complete his fifty years. . . ."

[Mr. Sam Southall passed away at Worcester, on Sunday, May 24. He had been Town Clerk continuously since the 80's, with the exception of the year 1921 when at the unanimous request of all parties, he temporarily relinquished the post in order to act as Mayor. He succeeded his father, Mr. T. Southall, as Town Clerk at a time when he was only twenty-three years of age.—Ed.]

We are indebted to the secretary of the Bedfordshire C.C. Branch of N.A.L.G.O. for news of one whose record in Municipal service is even more unique. Mr. Thomas F. Horton entered the office of the Clerk of the Peace for Bedfordshire on March 3, 1879, fifty-two years ago.

N.A.L.G.O. CONFERENCE AT EDINBURGH

Local Government Officer's Part in the Reconstruction of Industry

AT all times there is animation in the Scottish capital but during the Whitsun holidays Edinburgh enjoyed even more than its normal share of life and motion. Whilst the General Assembly of the Church of Scotland held its sessions in the ancient city, the Conference of the National Association of Local Government Officers also pursued its course in the Synod Hall, with rather more than nine hundred delegates and their friends attending. When the Conference assembled on the Saturday morning before Whit Sunday a general spirit of good fellowship prevailed. That state of feeling continued until the last of the delegates hailing from beyond the city's boundaries had said "farewell" to Edinburgh, carrying with him many pleasant memories of its graceful and boundless hospitality. The Conference will be remembered as one among the more successful of the N.A.L.G.O. gatherings which, year by year, gain as much in consolidated interest as they also gain in dimensions and enthusiasm.

THE INAUGURATION

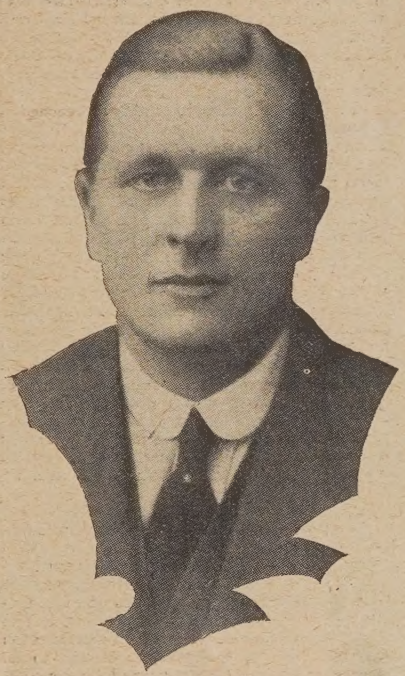
On the eve of the first session of the Conference several hundred delegates were joined by members of the Town Council, the officers of the Edinburgh Corporation and other friends, who assembled in a social capacity in the College of Art, where a reception was given to the visitors by the Lord Provost, magistrates and Council. The party numbered over one thousand. Lord Provost Whitson was present, with the Lady Provost. In the hall of the College there was dancing, the programme including a reel, to pipe music, which proved a popular item.

The LORD PROVOST at the commencement of the proceedings welcomed the guests, and mentioned that this was the second occasion on which the Association had met in Edinburgh, Edinburgh was the only city in which the conference had met twice. The Association was an organisation in which the Corporation had a special interest. He was particularly pleased to note that in the forefront of the Association's activities was the question of improving the efficiency and knowledge of the members, so that they might be properly equipped for carrying out the varied and complex duties which every Corporation was called upon to carry out in the interests of the community they served. This was an ideal of service with which the Corporation were heartily in sympathy and he sincerely trusted that the Association would always keep this high ideal before them.

The PRESIDENT, MR. A. P. JOHNSON, ex-Town Clerk of Hampstead, thanked the Lord Provost and Corporation for their hospitality, and in the course of a short address gave some of his personal impressions of Edinburgh.

On Saturday morning the proceedings of the Conference were inaugurated by an address from the Rt. Hon. Thomas B. Whitson, Lord Provost of Edinburgh.

Speaking on behalf of the Corporation and the Burgesses, the LORD PROVOST said that he reiterated the welcome to the National Association of Local Government Officers which he had already conveyed to its members through the medium of LOCAL GOVERNMENT SERVICE. The citizens of Edinburgh were proud of their city and the Corporation was proud of its officers. Ten years had passed since the Association had last held its annual conference in Edinburgh and since that time its membership and influence had increased considerably. He congratulated the Association on the strides it had made. The varied character of the agenda before the conference indicated wide scope in action. The subjects to be dealt with included Education, Superannuation, the Hospital Service, Widows' Pensions and Holiday Homes. Foremost was Education, and it was his wish, said the Lord Provost, that success would attend the effort to establish closer contact with the universities.



MR. SAM LORD, F.I.M.T.A., F.S.A.A.

Mr. Sam Lord, Borough Treasurer of Acton, who was elected to the Presidency of the National Association of Local Government Officers in succession to Mr. A. P. Johnson, at the recent Edinburgh Conference, served his novitiate in the Borough Treasurer's Office of Rochdale, his native town, and was afterwards for seven years Assistant Borough Accountant at Southend. Mr. Lord was appointed Accountant to the Acton Borough Council in 1905. In 1925 he was elected President of the Institute of Municipal Treasurers and Accountants in recognition of his work over a number of years as a member of the Executive Council and as Chairman and Secretary of the Metropolitan Branch of that organisation. He founded and was first president of the Association of Local Government Financial Officers and was associated with the late Lord Haldane and others in the foundation of the Institute of Public Administration. His selection as President of N.A.L.G.O. is the Association's "Thank You" for many years of valuable service in the direction of its affairs as a vice-president (1924-31), treasurer (1916-24), member of the National Executive Council (1910-28), trustee of its funds (1916-31), first chairman of its Provident Society and holder of many other equally important offices.

A diploma in Public Administration should be within the reach of every member. For the municipal machine to operate smoothly it was more than ever necessary that the staffs of local authorities should be thoroughly well equipped with knowledge.

MR. J. MATHERS, M.P., associated himself with the Lord Provost's welcome. As one who came from the Scottish borderland and who regarded Edinburgh as a kind of Mecca, he could imagine the avidity with which many of the delegates would enter that city of learning and antiquity. Referring to the Railway Clerks' Association, of which he is a member, Mr. Mathers congratulated N.A.L.G.O. on its successful emulation of that body in the organisation of "black-coated" workers.

PROGRESS SUMMARISED

The PRESIDENT, MR. A. P. JOHNSON, on behalf of the delegates, thanked the Lord Provost and Mr. Mathers for the generous welcome accorded by the Corporation and Burgesses of Edinburgh. Ten years ago he had presided at the Conference of that year held in the capital city of Scotland, and, as the Lord Provost had said, progress had been made in the interval. In 1921 the Association's membership was 36,495, it was now 63,000; the income of the General Fund had increased from £21,000 to £26,000 and its assets from £13,400 to £82,506. Ten years since the annual subscriptions to the Benevolent and Orphan Fund amounted to £5,800; the corresponding figure was now £9,300 and during that period grants had increased from £620 to £8,700, and the assets of the Fund from £9,000 to £55,000. Speaking of the Provident Fund, Mr. Johnson said that on the year of the last Edinburgh Conference its income was £1,300; annual receipts now amounted to £36,000; benefits, which in 1921 were at £173, now entailed an outlay of £18,000 annually, while the assets had moved £1,096 to £103,800 in 1930. Finally, on the financial side of the Association's work, the President referred to the expansion of the Approved Society which had disbursed benefits amounting to £1,800 ten years ago, and £14,800 last year, with an increase of assets from £45,094 to £107,941.

Continuing, Mr. Johnson said that it was his belief that progress would continue in still greater ratio. These acquisitions of strength to which he referred had been won by extremely hard work, a wonderful *esprit de corps*, and by the backing from the members. Nevertheless, credit was not wholly due to the Association alone. As a body they had been fortunate in obtaining the active friendship of the local authorities. The President concluded with a reference to the Lord Provost's "princely hospitality" at the Reception on the preceding evening.

The vote of thanks to the Lord Provost for his official welcome was carried with acclamation.

RESUSCITATING INDUSTRY

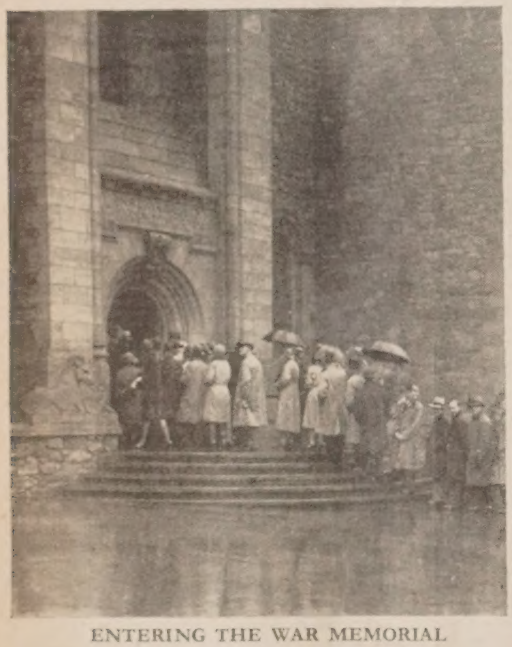
In the course of an interesting address in which he dwelt upon the importance of the work of the local government officer as an agent for the resuscitation of the British industry, MR. WILLIAM GRAHAM, M.P., said that the ten years which had elapsed since the last Edinburgh Conference had, indeed, been a period of development. For himself, he wished to acknowledge the unfailing kindness he had received during that interval, not only from Mr. Johnson, but from all the office bearers of the Association and its members. He rejoiced in the success which the organisation had experienced because the work of the local government officer contributed to solve some of the difficult problems of this time. By his work, the rebuilding of industry and commerce would be facilitated. For two years the country had suffered from a world-wide collapse of economic organisation, and as yet there was but little sign of improvement. The difficulties which Great Britain now encountered were super-imposed upon ten years suffering and unemployment, arising in part from the burdens which this country shouldered during the war. Grave new duties were thrust upon local authorities almost every day. In no former period had Parliament been so congested with attempted legislation, with the result that it was ever more difficult to find time for Bills of importance. Yet it was essential that the Government should make immediate provision for the public needs and that industry should be reconstructed. That was a task which had an intimate bearing on local government. In the last two

years sanction had been given for an aggregate expenditure of 177 million pounds on schemes of work designed to further industrial development, exclusive of expenditure on housing and the ordinary provisions for annual public finance. Road development, and innumerable schemes under special Acts had involved the exercise of a large amount of detailed and technical administrative skill, in which the sympathetic spirit of thousands of local government officers was an important item. Happily, the central government had been able to rely on co-operation from that quarter.

Turning to the need for the definite reconstruction of industry, Mr. Graham said that an organised effort should be made to regain Britain's position in the world markets and to strengthen the consumer's power at home. Hundreds of millions of people who formerly consumed British goods were now themselves producers for the satisfaction of their needs. British production would not be tested only by quality; it was necessary also that a new sphere of appeal should be found. Alike in urban and in rural areas industrial concentration was proceeding with the aim that overhead costs should be reduced, and so far as that could be achieved there was ground for hope. Mining and shipping operations were being concentrated by units where costs were low, with the result that certain questions, already grave, assumed still larger proportions. First, in consequence of these economic tendencies, there was the need for schemes in relief of unemployment; secondly, given to fatalism or any form of despair and that every officer should seek inspiration in the idea that his work, however humble, might contribute to raise the country though the time was dark and difficult.

On the suggestion of the PRESIDENT, it was resolved that a telegram be sent to Sir Herbert Nield, M.P., expressing the hope that he would speedily recover from his illness.

MR. ISAAC FOOT, M.P., referred to the unsettled state of the world in which local government was a steadying factor. In a famous passage Edmund Burke had said that if the age were not in accordance with our wish, its precipitate degeneracy could be checked by concurrence with that which is best at the time. The local government officer who performed his work well was a peacemaker. Referring to the Association's action in Parliament, Mr. Foot said that organisation was well served and that no claim had ever been submitted on its behalf that was not in accord with the public interest. He had been impressed with the conspicuous ability of the representatives of India at the Round Table Conference and by the importance they attached to the cause of local government in this country. One of the chief causes of difficulty in India was the relative weakness of its local government. The importance of a well-paid and competent administrative class was not appreciated; there was a tendency for the representative to interfere in details and a reluctance to impose necessary local taxes. "Willingness to impose high taxation on itself," said Mr. Foot, "should be regarded as the proof of civic consciousness." He hoped to see less sterile constitutional controversy in India, and greater recourse to the pacifying and unifying influence of local government. A partnership with the people of India would be the greatest enterprise in which Great Britain could embark.



ENTERING THE WAR MEMORIAL

ENCOURAGE TALENT

MR. H. M. GIBSON, M.P., said that despite seventeen years service with the Manchester Corporation membership of the Departmental Committee on the Recruitment of Local Government Officers convinced him that he had much to learn. The proceedings of the Committee appeared to be inspired by a desire for economy, by curiosity as to the opportunities which the service offered to persons of higher education, and by a desire to understand the present arrangements in respect of superannuation. In his view, the best economy was spending wisely. On the question whether objection could be raised if greater facilities were offered for the introduction of university graduates to the local government service, Mr. Gibson said that their entrance should not be a means for restricting the chances of promotion for officers already in the service. Talent should be encouraged. The evidence which the Committee had received tended to show that the absence of compulsory superannuation retarded the movement of officers. Time should be found for placing on the Statute Book a general and compulsory Act. His experience as a member of a Committee on Overseas Trade suggested that, in that province, it was recognised that capacity should be adequately recompensed whenever it was found—a point of view which seemed to be in conflict with the demand for unreserved economy.

A hearty vote of thanks for their addresses having been accorded to Mr. Graham, Mr. Foot, and Mr. Gibson, the Lady Provost, on behalf of the Benevolent and Orphan Fund, received the purses which the several districts contributed as follows: North Western, £2,904; Metropolitan, £2,383; North Eastern, £699; Yorkshire, £1,455; East Midland, £780; West Midland, £919; Eastern, £583; South Eastern, £487; Southern, £387; South Western, £680; South Wales, £694; Scotland, £347—a total of £12,321 8s. 10d.—which amount is higher than the sum collected in any previous year and £556 above the total sum of the purses received at the Lowestoft Conference of 1930.

The Lady Provost then presented the Sir Homewood Crawford Shield, for the branch whose contributions to the B. & O. Fund are highest per head of its membership, to the Haslingden Branch (47 members; £105, or £2 4s. 8d. per head) the Lord Wakefield Shield, for the branch with the highest aggregate contribution, to the Manchester Branch (£374 7s. 2d.) the Bridlington Cup, for the highest aggregate contribution from branches whose membership does not exceed 75, to the Bridlington Branch (46 members; £43 0s. 8d.) and Diplomas of Merit as follows: Lowestoft, for contributions now exceeding £5 per head; Devonshire and Liverpool, for having contributed more than £1,000; and to Sheffield, for having contributed more than £2,000.

It was announced that the Alexander Walker Shield (golf) had been won by Mr. Jack (Edinburgh); the Lowestoft Cup (tennis tournament), by Mr. Burbridge (Maidstone); while the Bowls Competition Cup was received by Mr. Smail (on behalf of the winning team).

MRS. G. FRANKS (N.E.C.), moving a vote of thanks to the Lady Provost said that the number of women delegates present at the conference was twice the number at Lowestoft. The LADY PROVOST replied.

OFFICIAL BUSINESS

The report of the Proceedings of the Conference at Lowestoft was adopted.

The Hon. Treasurer's Financial Statement on the B. & O. Fund, and the Report of the Management Committee were received.

The following motion of which notice had been given by the Dumbarton Branch was withdrawn:

> That in order to conserve the time of Conference and preserve the dignity of the Association this Conference is of opinion that: (1) what is euphoniously termed the Purse Session should be eliminated in future Conferences; (2) that contributions to the B. & O. Fund should be forwarded to the appropriate official prior to the April 15 each year; that (3) thereafter the General Secretary should prepare and circulate to representatives a list of contributions and that (4) the Chairman of the Conference should intimate the winners of the various trophies and arrange for their public presentation.

THE PRESIDENT'S ADDRESS

At this stage of the proceedings the President delivered his address. MR. JOHNSON said it had been his pleasure to hold one or more offices of importance in N.A.L.G.O. since 1907, when at the second Annual Meeting of the Association he was elected Honorary Solicitor—exactly twenty-four years ago. In 1911 he was elected Chairman of the Council of the Association, which office he

JOHN KNOX'S HOUSE, EDINBURGH

population was displaced, and thirdly, certain areas inclined to become derelict. In these circumstances grave changes in local government followed and the increase of local burdens was accelerated. It was inevitable, therefore, that the organ of administration would have contact, ever more closely, with the economic problems of the time. Mr. Graham urged the need for long views in the administrative sphere.

The local government officer was entitled to consideration at the hands of the community. Any successful attack on the standards of the mass or on the remuneration of public officers would result in a reduction of general purchasing power. By no stretch of the imagination could the standards which obtained in the local government service be regarded as excessive. If the conditions of the service were reduced there was a danger that the intricate and technical character of local government might fail. The strength of the local authorities was in the fact that they could rely on the intimate support of thousands of officers. Mr. Graham urged that credence should not be

still held, and at Whitsuntide, 1925, he was elected President. It was much harder than anyone could imagine for him to break with the work which had occupied most of the time he had to spare from his official duties as Town Clerk of Hampstead. He was not going to claim that the work has made any undue strain upon him, simply because he loved it. He had enjoyed the confidence and, he hoped, the affection of the members, and, what was more, he had been inspired by unbroken progress, perhaps unequalled by any other similar organisation in this or any other country.

His last year as President had again broken every record; membership; the expansion of activities; the accumulation of funds; and in the very commendable contribution which had been made towards the betterment of the conditions of service of local government officers and the recognition of their status. There were very few present who attended the Annual Meeting in October, 1907, when he first took office in the Association. The Minutes of that meeting show that three only of the vast audience gathered in the Synod Hall were present on that occasion—Mr. J. Darricotte and Mr. L. Hill who represented the Bolton Branch, and Mr. A. Hughes who represented the Manchester Branch.

At the Annual Meeting in 1907 the membership was returned as 8,874 which included 2,500 represented by Sectional and Professional Societies. The Honorary Treasurer's Financial Statement read as follows: "We have received subscriptions from 33 Associations and 9 individual members to the amount of £138 2s. 6d. The amount brought forward was £7 7s. 3d. The subscriptions for last year amounted to £75. The bank balance shows that we have £77 19s. 5d. in hand." To-day the membership approximated 64,000, and the aggregate balance sheet of the Honorary Treasurer's statement shows accumulated funds of nearly half a million pounds.

TWENTY-FIVE YEARS' WORK

It was proposed to create a new office—that of ex-President, and although it had not been put forward on any suggestion of his, if he were permitted to serve on the National Executive Council as ex-President for another year it would enable his retirement from active participation in the Association's affairs to be rather more gradual than otherwise would have been the case. That he should appreciate to the utmost, and further, it would enable him to round off twenty-five years' continuous work in the interests of his colleagues and friends in the Local Government Service.

The Annual Report of the National Executive Council, which he recommended every member of N.A.L.G.O. should read carefully, spoke for itself and more than justified the right to claim the unswerving loyalty and interest of every Local Government Officer in the Country—whether holding the position of chief or junior officer. He wished not to refer solely to statistics but to lay stress upon other factors which he thought were more important, the present-day influence of the Association and the creation by its policy and work of higher conceptions of the importance of local public administration.

Those who had served local authorities for a great number of years could not fail to notice the enormous change in everything connected with the work of Local Government Officers and their positions which had come about since N.A.L.G.O. was founded in 1905. N.A.L.G.O. did not claim to be responsible for any changes in the relationships between the central authority and the local authority or the expansion of administrative duties. But it could claim with pride that it had contributed largely towards making those changes workable by its unswerving advocacy of efficiency, and by its vigilance and determination to prevent official modification and development from causing personal hardship to officers in the Service. Changes had been gradual and it was difficult to visualise a picture of the Local Government Service as it was twenty-five years ago in comparison with to-day. If it were possible to do so no doubt the claims of N.A.L.G.O. would be more impressive.

THE SCOTT MEMORIAL, PRINCE'S GARDENS

Time effaced most things and those who had been actively engaged in the work of N.A.L.G.O. since its inception had almost forgotten the pioneer work, and the separate achievements on various issues over many years. He must content himself, therefore, by saying that everything worth having in Local Government had been secured by the Association. And yet, we were still only laying the foundations of a great movement. Changes were still to be experienced by the younger officers in the Service, probably far greater than those which had been left behind. The Association was engaged in a work of national importance; upon its members not only the Imperial Parliament, but their colleagues in the ministerial departments of Government depended for the efficient administration of those numerous Orders and Regulations which are for ever being thrust upon local authorities. Successful application of Acts of Parliament in local areas was solely dependent upon the method in which the officer carried out his daily tasks.

"We have in our keeping," the President continued, "the health, the education, the amelioration of the suffering, and the comfort of the whole of the population of this country. Everything depends upon that human touch of sympathy, unfailing courtesy and sympathetic application of laws and regulations which are placed in our administrative hands.

"I hope N.A.L.G.O. will for ever maintain the integrity of the Service and fight sternly against any lowering of the dignity and status of the local government officer, and any worsening of the economic standards which alone make him equal to his task.

"In conclusion, I want to pay my tribute to the unfailing loyalty of every member of the National Executive Council and the Honorary Officers who collectively made my position as President easy; the work a labour of love, and the reward in friendships the fullest possible return for those untold number of hours that N.A.L.G.O. has claimed of my time.

"Towards the end of the proceedings of this Conference I am looking forward to installing my friend and colleague of N.A.L.G.O.—Mr. Sam Lord, Borough Treasurer of Acton, as your new President. He has held numerous offices of importance practically since 1910, and he will, I know, respect and uphold the highest traditions of the Local Government Service and of N.A.L.G.O."

THE FUTURE

MR. G. W. COSTER (N.E.C.), moving a vote of thanks to the President for his address, said that every delegate must have been impressed by Mr. Johnson's survey of the Association's progress. It was the speech of a leader entitled to assume that he possessed the confidence of those whom he led. The address reflected a never-failing belief in the influence and future of N.A.L.G.O. Many who were present saw the President only at the annual gatherings of the Association, but Mr. Johnson was a member of many committees and he was always available. On all the deputations by which the claims of the members were advanced he was the heavyweight, while he was the safety valve wherever there was difference of opinion. Whoever was acquainted with his work could not be in doubt as to its influence. The position to which he had been appointed by the members of the Association was enhanced by his legal knowledge, by large practical experience and his form of address. By his ready wit and sparkling repartee Mr. Johnson had aroused a wide response as by his sympathy and his generous hospitality. With a man so fitted at its head it was not strange that N.A.L.G.O. had made so much progress during his Presidency. It was with the utmost pleasure, said Mr. Coster, that he moved a vote of thanks to Mr. Johnson for his address and his services during the year.

MR. W. PEPPER (Nottingham) seconded in a speech in which he referred to Mr. Johnson's early experiences in local government in that city.

CONFERENCE DIMENSIONS

Midway in the course of Mr. Pepper's remarks it was announced that His Grace the Lord High Commissioner was present for the purpose of extending his welcome to the Association on having chosen Scotland as the seat of its Conference. THE LORD HIGH COMMISSIONER, THE RT. HON. JAMES BROWN, M.P., who was attended by his retinue, said that he was glad to be able to wish success to the delegates and their Conference in Edinburgh. His presence was made still more agreeable because of the presence of Mr. William Graham, whose parliamentary age was the same as his own. He was impressed by the dimensions of the Conference. He had expected that a conference of local government officers would have been able to find sufficient house accommodation in an anteroom, but if all who were present were representatives of The National Association of Local Government Officers, that organisation must, indeed, be powerful. Its strength finally rested in the administrative quality of the work which its members performed, and the way in which they carried out the law said a good deal for the power of organisation. We were fortunate in living in an empire where the local government officer was trusted implicitly and he wished to identify himself with the meeting.

Responding on behalf of the Association, THE PRESIDENT thanked the Lord High Commissioner for his visit. He congratulated Mr. Brown on the dignity with which he performed the duties of his high office, and he assured him that every person present had some connection with N.A.L.G.O. It was with delight that they had listened to the remarks of the Lord High Commissioner.

MR. PEPPER, on resuming his speech, seconding the vote of thanks moved by Mr. Coster, said that Mr. Johnson had never hesitated to spend time or money for the furtherance of the interests of the Association. The Conference congratu-

lated him on the Honorary Freedom which the Borough of Hampstead had conferred upon its ex-Town Clerk.

MR. F. MARSDEN (N.E.C.) briefly supported the vote of thanks. They held Mr. Johnson in such affection because he had so well served the organisation.

In acknowledgement, MR. JOHNSON said this was not his "swan song." He was obliged by the remarks which had fallen from Mr. Coster, and by the references which Mr. Pepper had made to the first few, unpaid, months of his career. He believed that he had been fortunate in having had but few enemies among local government officers, and in respect of the majority the ties of affection had gained in strength year by year. It was his hope that the bonds would not be separated.

NATIONAL EXECUTIVE REPORT

A Special Report of the National Executive Council on the Presidency question had been circulated, and in that connection MR. F. R. FINCH (N.E.C.) moved—

(*a*) That it be the general policy of the Association to have a change of President each year, and that the most prominent members of the Local Government Service who are members of N.A.L.G.O. should be invited to accept the office.

(*b*) That to ensure continuity of thought and a working knowledge of the Association, there shall be a President and two Vice-Presidents, all of whom shall be *ex-officio* members of the National Executive Council.

(*c*) That the President, at the conclusion of his year of office, shall be an *ex-officio* member of the National Executive Council for the period of one year.

(*d*) That at the 1931 Conference a President and two Vice-Presidents be elected.

(*e*) That at succeeding Conferences the normal procedure shall be to elect one of the Vice-Presidents as President.

(*f*) That Mr. A. P. Johnson be the Immediate Past President until the termination of the proceedings of the Annual Conference, 1932 and that any rules and regulations which conflict with or are contrary to this decision be and the same are hereby suspended until the termination of such proceedings.

MR. FINCH, speaking on motions (*a*) to (*f*), said that it was the general desire that a worthy successor to Mr. Johnson should be found. If it became the policy to change the President from year to year prominent members would be prepared to come forward for the office. The possibility that activity on the Association's behalf might lead to the Presidential Chair should offer such attractions that it was hard to believe that the Conference could reject the motion. It was not intended that prominence shall be given larger place than service to N.A.L.G.O., nor was there any desire to divest the District Committees of their rights. But if the Lowestoft Resolution were to have effect, additional powers must be conferred upon the National Executive Council. It was in the natural course of events, the Lowestoft resolution having been carried, that the Vice-Presidents should be nominated by the Executive Council, and he asked the District Committees, therefore, to waive their claims and to accept the motions set out on the Agenda. It would be unfortunate if the new honorary officers were to enter on their duties in an atmosphere of controversy. He appealed for general agreement with the proposals made by the Executive.

For the Metropolitan District Committee, MR. A. A. GARRARD, moved to amend (*a*) by the deletion of the words, "the most prominent," in the second and third lines. The Executive Council was mistaken in the emphasis laid on prominence. There were prominent members without the qualification to control the annual conference, and he claimed that the amendment would remove the possibility of misunderstanding.

The amendment was carried.

An amendment to delete the words "the Local Government Service who are members of" from lines three and four, standing in the name of the Yorkshire District Committee, the Halifax and District Branch, and the West Riding County Officers Association, was defeated.

Considerable discussion arose on an amendment to delete the word "general" from the first line, which had been sent in by the West Riding County Officers Association. MR. H. ALLEN maintained that the word "general" left the door open for variations in policy which should be changed only by the direct vote of the Conference.

MR. L. H. TAYLOR (North Western District) said that by the inclusion of the word "general" the Executive showed that it did not propose a definite rule but sought the right to modify the policy if it did not work to the satisfaction of the Executive.

MR. O. L. ABBOTT (Manchester) urged that the word "general" should be retained. It indicated the possibility of wise reservation should occasion require.

In reply to a question by Mr. J. Fraser (Dumbartonshire), the PRESIDENT said that it was open to doubt whether the motion as submitted by the E.C. necessarily entailed a change of President annually. MR. FRASER said that the motion would not serve the aim which Mr. Finch had held up to the Conference.

The amendment was defeated, 189 voting for and 269 against.

THE N.E.C. LUNCHEON

On the adjournment of the Conference at the close of the morning session, a large number of delegates attended a luncheon given by the National Executive to the Local Conference Committee in the Caledonian Hotel. Among others present were Rt. Hon. William Graham, M.P., Sir Andrew Grierson, LL.D., Town Clerk, Edinburgh; Mr. Macartney, City Engineer; Mr. J. D. Imrie, City Chamberlain; and the Rev. Norman Maclean. Proposing the toast, "The Conference Committee," MR. E. W. B. ABBOTT (N.E.C.) referred to the general excellence of the arrangements which the Committee had effected. Where so many were concerned it might be invidious to particularise, but mention should be given to Mr. R. Walls, Chairman of the Committee; Mr. G. Lawson, secretary; Mr. Ferguson, treasurer; and Miss B. Millar; Mr. R. M. Campbell; and Mr. R. Smith. The delegates would leave Edinburgh with many recollections of its hearty welcome.

MR. MACARTNEY, SIR ANDREW GRIERSON, and MR. J. D. IMRIE briefly responded, the latter stating that the local branch of N.A.L.G.O. displayed great interest in his educational work of staff improvement.

THE RESUMPTION

On the resumption of the Conference, Mr. C. COOPER (Sheffield) moved the following amendment which was defeated:

"That it be the general policy of the Association to have a change of president each year, and that only members of the Local Government Service who are prominent members of N.A.L.G.O. should be invited to accept the office.

The Scottish District Committee moved to amend the motion by deleting all words after "each year." Mr. D. J. BLACK (Lanarkshire) supported the amendment on the ground that it would leave the Executive free to make its recommendations in the interest of the Association.

MR. FINCH (N.E.C.) said that the amendment would place implicit trust in the Executive Council.

The amendment was carried, and the motion (*a*) as amended was adopted accordingly.

MR. FINCH (N.E.C.) formally moved clause (*b*) of the motion, which was carried after the following amendments had been voted upon and lost:

Amendment No. 1 submitted by the Metropolitan District Committee: That the words "all of whom shall be ex-officio members of the National Executive Council" in the third and fourth lines of the Motion shown under item 6 (*a*) 1 (*b*), be deleted, and that the following words be substituted therefore, viz.: "The Vice-President securing the highest number of votes shall be designated President-elect for the succeeding year, and the President and President-elect shall be ex-officio members of the National Executive Council."

Amendment No. 2 submitted by the West Riding County Officers' Association: (*b*) to read: "That to ensure continuity of thought and a working knowledge of the Association, there shall be a President and two Vice-Presidents of whom the President shall be an ex-officio member of the National Executive Council."

Amendment No. 3 submitted by the West Midlands District Committee: Amend (1) (*b*) in line three substitute "one" for "two" and the paragraph amended accordingly.

MR. FINCH formally moved clause (*c*) of the motion which was carried without dissent.

To clause (*d*) of the motion the Metropolitan District Committee moved an amendment to add the words, "in accordance with existing practice." The amendment was lost. Clause (*d*) was carried.

MR. FINCH (N.E.C.) formally moved clause (*e*)

LAYING A WREATH ON THE EDINBURGH WAR MEMORIAL: *Left to Right*—MR. L. HILL, MR. F. MARSDEN, MR. A. P. JOHNSON, MR. S. LORD, MR. PARKER MORRIS.

hich the following amendments were moved:
mendment No. 1 submitted by the Metropoli-
n District Committee: That the words "the
ormal procedure shall be to elect one of the
ice-Presidents as President" in the first,
cond, and third lines of the Motion shown
nder item 6 (*a*) (1) (*e*), be deleted, and that
e following words be substituted therefore,
z.: "The Vice-President who received the
ghest number of votes at the previous
onference shall be elected President."

Amendment No. 2 submitted by the West
iding County Officers' Association: (*e*) to
ad: "That at the succeeding Conferences
rocedure shall be to elect one of the Vice-
residents as President." Both amendments
ere lost.

. further amendment by the Scottish District
mmittee to add the following words, was
ried:

Failing acceptance of election by the Vice-
Presidents, the most prominent members of
the Local Government Service who are mem-
bers of N.A.L.G.O. should be invited to accept
the office.

Clause (*e*) as amended was adopted as the sub-
antive motion.

Clause (*f*) was carried *nem. con.*

It was agreed that Rule 19 (*a*) (ii) be amended
the insertion of the word "two" in place of
hree."

On the motion to amend Rule 19 (*b*) line 2
leaving out the word "Office" and to insert
Offices" and "Vice-Presidents" after the word
President," MR. GARRARD (Metropolitan Dist.
om.) moved the following amendment:—

Leave out the whole rule and insert the
following new rule: Nominations for the
Honorary Officers of the Association may only
be submitted by the Council and/or a District
Committee, and all Honorary officers shall be
elected on such nominations by the Annual
Conference.

EXECUTIVE POWERS

Speaking to the amendment, MR. GARRARD
aid that the Conference should recover its right
f self-expression. Last year it had thrown away
s rights. Mr. Johnson occupied the Chair not
ecause he was the nominee of any section. He
as placed there by the members, not by a
House of Lords or by a coterie. He was annoyed
hat the Conference should even have doubted its
wn capacity to choose aright. The District
Committees treasured the opportunity to have
ome voice in the election of Vice-Presidents.

MR. MASON (Manchester) seconding the
mendment, said that it had not been contem-
plated that the Executive would claim the larger
owers it was now seeking.

The amendment was carried.

On behalf of the Executive, MR. FINCH
noved and it was agreed:—

To leave out the whole of rule 33 and
insert the following new rule:—

CONSTITUTION.—The Council shall be con-
stituted of the following:—

(*a*) The President, the Immediate Past-President, the Vice-Presidents, the Honorary Treasurer, and the Honorary Solicitors (all of whom shall be *ex-officio* members), and

(*b*) A number of members elected in the manner herein prescribed.

The Immediate Past-President shall be an *ex-officio* member of the Council from the date of his retirement from the office of President until the termination of the proceedings of the next Annual Conference.

National Executive Election

The GENERAL SECRETARY announced the result of the election of the National Executive Council:—

Metropolitan; District No. 1.
F. R. FINCH, Deputy Education Officer, Willesden U.D.C. .. .. .. *Votes.* 4,404
J. T. BAKER, Rate Collector, Lambeth M.B. 3,381
W. G. AUGER, Sanitary Inspector, St. Pancras M.B. 2,915
A. PINCHES, Chief Electricity Collector, Croydon C.B. 2,795

North Western and North Wales; District No. 2.
W. H. WHINNERAH, Secretary, Paving, Sewerage and Highways Department, Manchester C.B. 9,101
F. J. WILLETT, Chief Clerk, Higher Education Department, Salford C.B. .. 8,893
J. W. WILKINSON, Deputy Town Clerk, Southport C.B. 8,187
T. FREEMAN, Chief Accountant, Treasurer's Department, Manchester C.B.. 6,418
J. W. SINGLETON, Borough Librarian, Accrington B. 4,896
J. E. GEE, Principal Clerk, Public Health Department, Lancashire C.C. 4,827

North Eastern; District No. 3.
J. H. STONE, Chief Rating and Valuation Officer, Newcastle-on-Tyne C.B. .. 1,991

Yorkshire; District No. 4.
F. MARSDEN, City Engineer and Surveyor, Bradford C.B. 4,402
W. W. ARMITAGE, Head, Plumbing Department, Sheffield C.B. 4,188
A. G. BOLTON, Senior Accountancy Assistant, Harrogate B. 2,981

East Midlands; District No. 5.
J. CHASTON, Clerk to the Council, Kettering U.D.C. 1,446

West Midlands; District No. 6.
G. C. V. CANT, Town Clerk, Dudley C.B. 1,877
A. WOTHERSPOON, Medical Officer of Health, Stoke-on-Trent C.B. 1,865

Eastern; District No. 7.
E. H. SCARLETT, Committee Clerk, Norwich C.B. 784

South Eastern; District No. 8.
E. W. B. ABBOTT, Director of Education, Maidstone B.—Returned unopposed.

Southern; District No. 9.
D. L. GRIFFITHS, Town Clerk, Aldershot B. 980

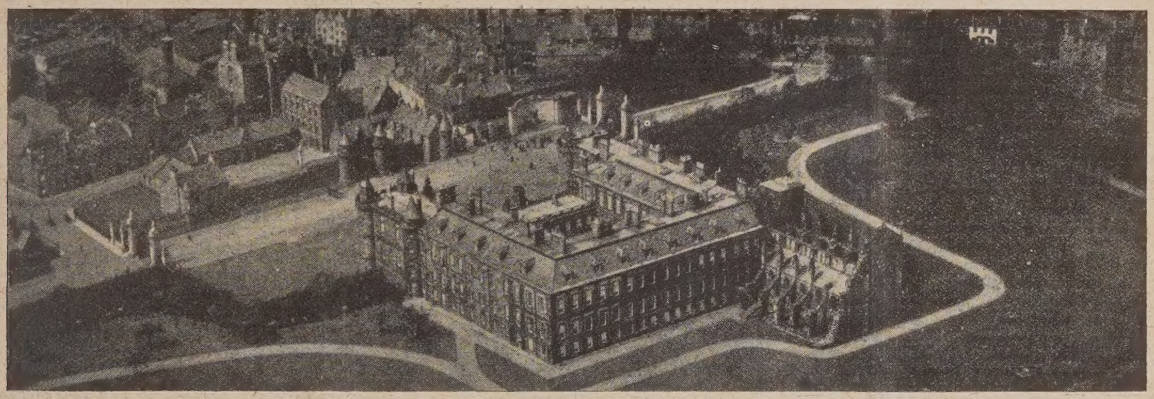
South Western; District No. 10.
M. O. MCAULIFFE, Assistant Director of Education, Bristol C.B.. 1,702

South Wales; District No. 11.
G. LLEWELLYN, Chief Clerk, Accountant's Department, Monmouthshire C.C.—Returned unopposed.

Scottish District; Glasgow Area No. 12*a*.
A. G. M. ARCHIBALD, Chemist, Glasgow B.—Returned unopposed.

Scottish District; East and North Area No. 12*b*.
A. M. IMRIE, Inspector of Weights and Measures, Dundee.—Returned unopposed.

Scottish District; South and West Area No. 12*c*.
H. BEGG, County Veterinary Inspector, Lanarkshire C.C.—Returned unopposed.



Photo] HOLYROOD [*Aero Films Ltd.*

For a Representative of the Women Members.

District.	Miss E. Dawson.	Mrs. G. Franks.	Miss E. Rodgers.	Miss L. H. Wooldridge.
1. Met.	758	4,591	642	770
2. N.W.	1,668	8,288	809	951
3. N.E.	46	222	1,969	12
4. Yorks	1,316	3,738	174	152
5. E. Mid....	223	1,719	153	379
6. W. Mid. .	93	466	96	1,624
7. East.....	137	826	134	229
8. S. East....	122	731	95	136
9. South.....	107	1,093	70	212
10. S. West...	222	1,744	154	290
11. S. Wales..	92	1,515	90	93
12. Scotland..	87	753	216	52
TOTAL,...	4,871	25,686	4,602	4,900

Elected.—Mrs. G. Franks, Head Inspector, Maternity and Child Welfare Department, Public Health Department, Sheffield C.B.

ST. GILES CATHEDRAL.

Mr. W. E. Lloyd, Hon. Treasurer, submitted the Financial Statement and Balance Sheet. The aggregate income and expenditure for the year ended December 31, 1930, was :—

SURPLUS £ s. d.	EXPENDITURE £ s. d.		INCOME £ s. d.
1,914 19 8	50,426 13 1	General Fund	48,511 13 5
—	4,930 1 1	Special Activities Account	4,930 1 1
13,373 3 6	615 6 0	General Reserve Fund	13,988 9 6
2,093 7 0	52 17 2	Staff Superannuation Fund	2,146 4 2
9,325 19 5	15,828 5 0	Benevolent and Orphan Fund	25,154 4 5
		Provident Society :—	
517 3 6	16,452 19 5	Common Sick Fund	16,970 2 11
7,881 12 10	4,720 19 2	Rest Fund	12,602 12 0
3,710 14 7	7,011 11 3	Deposit Fund	10,722 5 10
390 19 4	85 3 4	Death Benefit Fund	476 2 8
6,695 3 3	3,636 8 6	Life Assurance Fund	10,331 11 9
15 1 11	6,520 10 7	Management Fund	6,535 12 6
11,251 3 6	17,016 1 11	Approved Society	28,267 5 5
5,178 5 4	8,638 4 5	Logomia, Ltd.	13,816 9 9
58,517 14 6	135,935 0 11		
	58,517 14 6	Excess of Income over Expenditure	
	£194,452 15 5		£194,452 15 5

The aggregate Balance Sheet shows the total Assets of N.A.L.G.O. after amalgamation with the National Poor Law Officers' Association and their associated activities at £454,675 17s. 0d., and an excess of Assets and Fund Credit Balances over Liabilities of £442,322 18s. 0d., an increase during the year of £152,945 1s. 11d. A comparison with the figures at December 31, 1929, is given below :—

December 31 1929 £ s. d.		December 31. 1930 £ s. d
17,410 8 2	General Fund	15,495 8 6
41,514 4 1	General Reserve Fund	54,887 7 7
6,947 1 1	Staff Superannuation Fund	9,040 8 1
45,286 1 3	Benevolent and Orphan Fund	54,612 0 8
81,530 3 0	Provident Society	100,740 18 5
96,689 18 6	Approved Society	107,941 2 0
—	Logomia, Ltd.	99,605 12 9
£289,377 16 1		£442,322 18 0

The financial statement and balance sheet were approved.

MR. A. GARRARD moved that the conference express its appreciation of the work which Mr. Lloyd had carried through on its behalf during the year. It was no formal vote which he proposed. Having worked on the Accounts Committee for years he was aware of the expenditure of time and energy which the hon. treasurer gave to the Association. The resolution was carried with acclamation.

MR. LLOYD was grateful for the kindly references which his efforts had elicited. He regarded it as an honour to be the treasurer of N.A.L.G.O.

On Sunday morning by the courtesy of the Lord Provost, several hundred delegates and their friends enjoyed the privilege of inspecting the Scottish National War Memorial at a time when that noble monument is not usually open to the public. The memorial, opened by the Prince of Wales in June 1927, was designed by Sir Robert Lorimer, R.S.A., in co-operation with many other architects, sculptors and artist-craftsmen.

The scheme consists of a gallery of Honour and an inner shrine of supreme beauty, built on one of the higher pinnacles of the rock by which Edinburgh Castle is surmounted. The floor of the Shrine and its plinth actually emerges from the rock itself and forms a base for the massive marble table on which reposes the steel casket, the gift of the King and Queen, containing the names of one hundred thousand Scottish soldiers who fell in the War. Each of twelve bays, into which the Hall of Honour is divided, commemorates one of the historic Scottish regiments. The Shrine itself, beneath the figure of St. Michael dependent from the high vaulted roof, is remarkable for the beauty of its workmanship.

A special service was given at St. Cuthbert's Church on Sunday evening for the Conference. St. Cuthbert's is one of the historic Presbyterian churches in Edinburgh and ranks next to St. Giles' Cathedral. The form of worship and the services are not severely Calvinistic and English visitors were struck by the singing. The choir included twenty women dressed in white cloaks with black collars and wearing Geneva caps. The sermon was preached by Dr. Maclaren, one of the leading Scottish divines.

MONDAY'S SESSION

When the Conference re-assembled on Monday morning the PRESIDENT announced the result of the election of officers as follows :

PRESIDENT : Mr. S. Lord, Borough Treasurer, Acton.

VICE-PRESIDENTS : Mr. E. W. B. Abbott, Director of Education, Maidstone; Mr. F. Marsden, City Engineer and Surveyor, Bradford.

TRUSTEES : Mr. H. Begg, County Veterinary Inspector, Lanarkshire; Mr. S. Lord, Borough Treasurer, Acton; Mr. W. H. Whinnerah, Secretary, Paving, Sewering and Highways Dept., Manchester.

HON. TREASURER : Mr. W. E. Lloyd, Borough Treasurer, Hampstead.

HON. SOLICITORS : (England) Mr. Parker Morris, Town Clerk, Westminster; (Wales) Mr. C. G. Brown, Town Clerk, Cardiff; (Scotland), Mr. G. S. Fraser, Town Clerk, Aberdeen.

The Conference considered the Report of the Executive Council. Sections 1-3 and 5-7 were passed without dissent. On section 4 dealing with Annuities, Mr. WHINNERAH said that Logomia would take into careful consideration any decisions that were reached by the adjourned annual meeting of the Provident Society to be held at the close of the Conference.

LOCAL GOVERNMENT SERVICE

Paragraph 8 of the Report dealt with the steps that had been taken to give effect to the Lowestoft Resolution as to the "vital need for an official organ commensurate with the enhanced and increasing importance of the Association." A Special Committee had been appointed consisting of Messrs. F. Marsden, A. Pinches, J. W. Singleton, J. W. Wilkinson, A. F. Hunt, D. B. Lowe, and Miss E. Gaukroger. The Special Committee had considered reports from Sir Robert Donald, the General Secretary, and the Divisional Organising Secretary for the North Eastern and Yorkshire Districts. After several meetings it was decided to arrange with the proprietors of the *Municipal Journal* for the printing and publication of LOCAL GOVERNMENT SERVICE; subject to certain safeguards in respect of policy and the form of production. A contract had been entered into from January, 1931, giving effect to that decision.

Speaking on the section MR. J. W. SINGLETON said that the absence of any resolution on the Agenda might be taken to indicate satisfaction with LOCAL GOVERNMENT SERVICE. The chief question which the Committee had considered was in deciding whether the Association should employ its own Editorial Staff or transfer publication to an established firm. Moreover, difficulty would have been encountered in obtaining the services of an experienced journalistic staff also qualified in local government. A journal must be built up gradually. The Executive could not say to the Special Committee as to the Committee for the purchase of Croyde Bay Camp, "there is £12,000, go and purchase a journal." Apart from any commercial interest Sir Robert Donald had taken the greatest possible interest in the publication of LOCAL GOVERNMENT SERVICE in its new form. The result, Mr. Singleton said, was very satisfactory. The Conference should also recognise the excellent work performed in this connection by the members of the Special Committee who were not members of the Executive Council.

The PRESIDENT supplemented Mr. Singleton's remarks as to the interest which Sir Robert Donald had taken in the publication of LOCAL GOVERNMENT SERVICE. The members should be grateful for his assistance.

Section 9 of the Report on the Recommendations of the Royal Commission was approved.

FURTHER AMENDMENTS

On Section 10 dealing with the railway fares of delegates attending the Annual Conference the Executive recommended that no change be made in the present system. An amendment submitted by the South Wales and Monmouthshire District Committee was lost.

The following amendment by the Berwick-on-Tweed Branch was carried :

That the recommendation of the N.E.C. be disapproved, and with a view to encouraging and enabling *all* Branches to send a representative to the Annual Conference :

(1) A contribution towards the third-class railway fare (at the reduced rate) of one delegate attending the Annual Conference from each Branch with a membership of fifty or less be paid from the General Funds of the Association at the following rates, viz. :

Fifty members and not less than thirty-one members—third-class railway fare in excess of £2.

MR. J. P. WAKEFORD
President of the Municipal and County Engineers entering the Conference Hall

Thirty members and not less than twenty-one members—third-class railway fare in excess of £1.

Twenty members or less—third-class railway fare.

Note.—Where the amount of the third-class fare (at the reduced rate) is less than £1 (One Pound) no grant to be made.

(2) A further contribution from the General Funds of the Association be paid towards the subsistence allowance of one delegate from a Branch of twenty members or less at the discretion of the N.E.C. on application being made and a copy of the Financial Statement of the Branch submitted to the General Secretary prior to the appointment of a delegate.

A notice of motion by the Metropolitan District Committee was then moved as an amendment to the Berwick-upon-Tweed proposal, now the substantive resolution. The Metropolitan District Committees motion was lost by 229 votes for, to 323 against.

MR. FRASER (Dumbartonshire) said that all the delegates should come to Conference on an equal footing. An amendment which he moved was defeated.

The Berwick-upon-Tweed amendment as the Substantive Resolution on the question of railway fares was adopted.

SUPERANNUATION

MR. PARKER MORRIS (N.E.C.) submitted Section 11 of the Report dealing with superannuation. Last year the Conference urged the introduction of a general superannuation scheme at the earliest possible moment. From the Ministry of Health there was received subsequently the heads which it was suggested might be embodied in a Bill when introduced. That circular was sent to other bodies as well as the Association. On page 62 and the following pages of the Report the main points dealt with in the Association's representations were set out. Many amendments to the schemes in operation since 1922 were proposed, notably that the commencing age should be sixteen instead of eighteen, and that any superannuation scheme should apply to all persons in the service of the local authority and not merely to designated officers. It was proposed that any officer dissatisfied with the action of the local authority in this connection should have the right of appeal to the Minister. Many anomalies and hardships would be removed by the Association's representations. Its views were returned to the Minister without delay, but other organisations were not so expeditious and the Minister had been unable to proceed with the draft of the Bill till recently. At a later date an interview was requested, and on March 24 a deputation was received by the Minister. Mr. Greenwood stated he was a convinced supporter of compulsory superannuation for all local government officers. He realised that since the passing of the Local Government Act, 1929, the case for compulsory superannuation was stronger. A Bill could not be introduced this session, nor would the Minister commit himself as to the introduction of a Bill in the next session of Parliament. The Minister expressed the hope that before the dissolution of the present Parliament he would be able to secure the passage of an Act for the compulsory superannuation of all local government officers. In view of the heavy pressure of work on the draftsmen to which the Minister referred the deputation offered to draft the Bill, but the Minister was of opinion that fewer difficulties would arise if the Bill were drafted in his Department.

MR. PARKER MORRIS, with the consent of the Conference, moved—

That this Conference urges the Minister of Health, in the interests of efficient local government, to introduce a Bill in the ensuing session of Parliament having for its object a general scheme of superannuation applicable to all local authorities.

The resolution was carried unanimously.

Section 12 of the Report on the Holiday Home and Holiday Camp was submitted by MR. AUGER (N.E.C.). MR. K. C. DAVIS (Devon C.C.) congratulated the Executive on the purchase at Croyde Bay.

Section 13 on Hospital Services was approved.

On Section 14—the Representation of Classes of Authority—a lengthy discussion ensued. For the N.E.C. MR. F. MARSDEN moved—

That Rule 51 of the rules and constitution of the Association be amended as follows :—

(1) *District Committee Areas.*

Except as provided in clause (d) of this rule the qualification for a District, or group of Districts, to elect a member or members, of the Council, shall be a membership equal to a unit, obtained by dividing the total membership of the Association by the number of elective members of the Council (twenty-five), and each District shall be entitled to as many members as it has complete units, provided that :

(a) A District, or grouping of Districts, shall be entitled to have one member on the Council if it has a membership equivalent to fifty per cent. of the unit of qualification.

(b) The electoral areas or districts having the largest number of members in excess of the completed units shall be entitled, in order to priority of excess, to an extra representative until the full elective number is reached.

(c) The total membership to be used in obtaining the qualifying units shall be the same as mentioned in Rule 42.

(d) For the purpose only of representation on the Council Scotland shall be divided into three electoral areas, with one representative for each area. The areas shall be as follows :—

(1) Glasgow area, to coincide with the area of the Glasgow and District Branch.

(2) The East and the North of Scotland area, to include the counties of Aberdeen, Banff, Caithness, East Lothian, Midlothian, West Lothian, Fife, Forfar, Inverness, Kincardine, Kinross, Moray, Nairn, Orkney, Perth (excluding the Western District), Ross and Cromarty, Sutherland, and Zetland.

(3) The South and the West of Scotland area, to include the counties of Argyll, Ayr, Berwick, Bute, Clackmannan, Dumbarton, Dumfries, Kirkcudbright, Lanark, Peebles, the Western District of Perth, Renfrew, Roxburgh, Selkirk, Stirling, and Wigtown.

Provided that there shall be no increase in the number of representatives for any one of the three areas until the membership for the whole of Scotland entitles Scotland to more than three representatives on the unit basis as set out in this Rule.

(2) *Class of Authority.*

A minimum number of members shall be allocated to each of the undermentioned classes of Local Government Officers and such minimum number shall be ascertained by dividing the membership in each class by the qualifying unit for representation of a District.

(1) County Councils and District Councils (Scotland).
(2) County Boroughs and Burghs.
(3) Metropolitan Boroughs.
(4) Boroughs.
(5) Urban and Rural District Councils.
(6) Dock, Harbour and River Conservancy Authorities.

(a) If, after the election it is shown that any class has not secured the minimum representation equal to one representative for each complete unit, additional members shall be appointed up to the minimum of the class or classes.

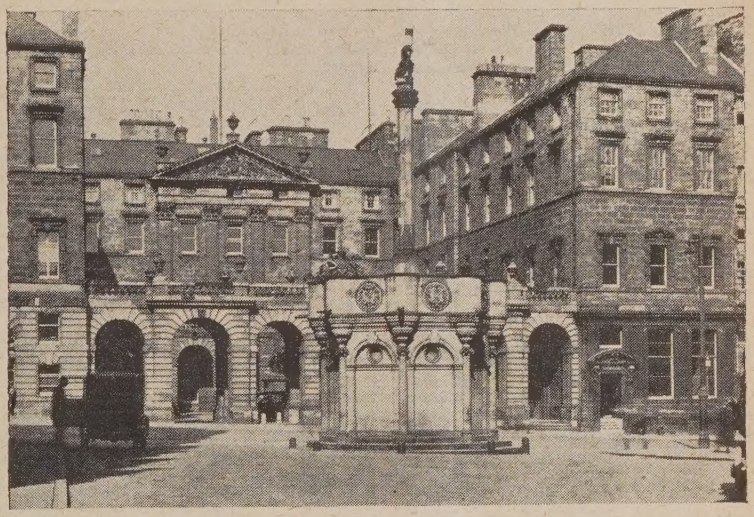
(b) The Council shall appoint the additional members (if any) for this purpose from the unsuccessful candidates serving the classes of Authority in the electoral areas, which by the normal course of the election under Clause 1 of this Rule have not secured representatives of the particular classes of Authority requiring additional representation on the Council,

(c) The additional members (if any) to be appointed shall be the eligible unsuccessful candidates who have received the highest percentage of votes cast in his electoral area at the poll for the election of the Council. Failing this, the Council shall deal with the appointments.

In the event of any such additional member ceasing to be a member of the Council prior to the date of the Annual Conference next following the date of his appointment the Council may fill the vacancy under the provisions of this Rule.

(3) *Women's Representatives.*

In order to provide for at least one woman representative on the Council in the event of a woman not being elected either as an ordinary member or under the provisions of section 2 of this Rule, one woman representative shall be elected by the members of the Association as provided in Rule 44. Arrangements shall be made to enable all members, irrespective of electoral areas, to cast their votes for the woman representative on the same voting paper as is provided for the election of the ordinary members of the Council, or in the event of no such election, simultaneously with the election of ordinary members of the Council in other areas. The voting papers shall be cour d as provided in Rule 47, and the result declared pursuant to Rule 49.



THE CITY CHAMBERS, EDINBURGH

The following amendments to the executive's motion were carried :—

Submitted by the North Western and North Wales District Committee :—

District Committee Areas. First paragraph—"That the National Executive Council be instructed to consider the question of the increase of the number of elective members of the Council"

Submitted by the Yorkshire District Committee :—

That the words "Provided that a member who is employed by a statutory joint board or committee of local authorities shall be allocated to the class of authority which provides the largest proportion of the income of the joint authority, and that the member shall be regarded as serving that class of authority" be inserted after the words "6. Dock, Harbour and River Conservancy Authorities."

The Motion by the National Executive Council as amended by the passing of the amendments in the name of the Yorkshire District Committee, and the North Western and North Wales District Committee, was adopted.

Section 15, dealing with Special Sessions at Conference, was approved.

Submitting Section 16 of the Report on the Widows' Pension Scheme, MR. W. H. WHINNERAH regretted the Executive were not yet in a position to produce a satisfactory scheme. The difficulties were purely financial, and if in the future a satisfactory scheme could be formulated, it should be brought forward.

Sections 17 to 23 were approved.

BRANCH ORGANISATION

On Section 24—Branch Organisation—the Southern District Committee moved : That in the interests of the Association generally, the present system of Branches being based on the area of separate employing authorities now requires alteration, and that the formation of Branches

should be based on geographical areas (e.g., assessment or similar areas), in order that all present and future members should have the advantage of closer organising, social and propaganda activities, and the N.E.C. do consider and report on the necessary amendment of Rule 55 to bring about this alteration.

To which the Kent County Officers' Guild moved the following amendment, which was carried as the substantive motion :—

That in the interests of the Association generally, and in order that all present and future members should have the advantage of closer organising, social and propaganda activities, the N.E.C. do consider and report on the necessary amendment of Rule 55.

Sections 25 to 36 were approved.

EDUCATIONAL OFFICERS

On Section 37 of the Report, which dealt with the question of qualifications for administrative posts in the educational service, the Executive stated that it had been decided to take no further action. Arising therefrom the Manchester Branch moved as follows :—

That this Conference, noting the established policy of many Local Authorities of requiring teaching experience as an essential qualification for the post of Chief Education Officer, instructs the N.A.L.G.O. Executive Council to communicate with (1) the Board of Education, (2) the Association of Education Committees, and (3) the Association of Directors and Secretaries of Education, with a view to enabling officers engaged in educational administration to secure such teaching experience.

Mr. F. Marsden (N.E.C.), replying to the discussion, said that the Executive was without knowledge of the action of the Directors of Education. The Manchester proposition contained the dangerous suggestion that those who are now engaged in administrative posts should gain teaching experience. The view should be maintained that administrative experience is of equal importance to experience as a teacher.

Mr. J. L. Holland said that local authorities would not trust the educational system to officers without administrative experience.

The Manchester amendment was defeated.

Sections 38 and 39 of the Report were approved.

On Section 40, dealing with salaries and grading, Mr. Wildgoose (Leeds) moved the following, which was carried :—

Inasmuch as Local Government Officers are the only Public Servants whose salaries are not regulated by National awards, this Conference urges the National Executive Council to consider the possibility of either (1) the making of three-party agreements on a national basis as between Associations of Employing Authorities, the National Association of Local Government Officers, and appropriate Government Departments, such agreements to be binding on all parties and enforceable by Departmental Regulations, or (2) the introduction of legislation which will make it obligatory on Local Authorities to adopt and implement salaries and grading schemes, such schemes to be subject to the approval of the Ministry of Health, and terminable only after due notice.

The principle which the motion sought to establish, said Mr. Wildgoose, was the sanctity of agreements between local authorities and their officers. Three-party agreements were already in existence. If an authority refused to pay the Burnham Scale, or the Police standard rates, difficulties would arise in respect of grants. If his proposals were a counsel of perfection, so were proposals for superannuation regarded not many years since.

Sections 41 to 47 of the Report were approved.

Sir Tom Percival submitted the sections of the Report on Poor Law Transferred Officers. Poor Law Officers had passed through a year of acute anxiety. Many had been transferred to the county authorities under conditions that were satisfactory, but those conditions were not general. The bulk of the county authorities had now adopted rules that were fair in the matter of compensation. Sir Tom referred to the South Shields suggestion for the reduction of Poor Law Officers' emoluments. In that connection the Executive had authorised the employment of the whole of its resources in defence of the officers at South Shields. He also referred to the Lanarkshire proposal for an all-round reduction of salaries. There was no desire to fight, but neither would there be any weakening of their just claims.

Mr. G. A. W. Roberts said that N.A.L.G.O. had taken under its wing a class of officer with whom it had but little dealings before. He wished to acknowledge the sympathetic consideration which the indoor officers had received at the hands of N.A.L.G.O.; which had placed at their disposal its resources to resist a pernicious attack. The Indoor Poor Law Officers had merged their identity in an organisation which appreciated their ideals and their interests.

The representative of the South Shields Branch expressed its thanks for the action which the Executive had taken.

The whole of the sections 48 to 58 were approved.

Mr. E. W. B. Abbott submitted the sections of the Report under the heading "Education and Examinations." In the effort to associate the educational work of N.A.L.G.O. with the universities the Executive were meeting with more success than they had anticipated. The University of Edinburgh had appointed seven professors to meet certain representatives of N.A.L.G.O. on the subject. The report was approved.

Mr. Parker Morris submitted the sections of the Report dealing with the Parliamentary Session of 1930-31. The relevant sections were approved.

Sections 97 to 107—on Legal Advice and Assistance—were approved. Mr. Parker Morris, in reply to an inquiry, said that the Executive had found it necessary to lay down certain regulations with a view to making it clear that the Association could not undertake legal aid for persons other than members. It was also necessary to lay down the principle that persons charged with criminal offences could not be assisted; but where they were proved to be innocent of the charge, the Association would be ready to consider sympathetically any suggestion that financial assistance should be given.

Mr. Parker Morris moved Section 108 of the Report dealing with Superannuation. Arising therefrom Mr. Newman (Exeter) moved that :

The National Executive Council be requested to consider and if deemed advisable to take such steps as are necessary to provide for the amendments of the Local Government and Other Officers' Superannuation Act, 1922, to permit optional retirement at the age of 60 years, or any date between the ages of 60 and 65 years.

Mr. Parker Morris said that the motion of the South Western District Committee would gain the approval of local government officers and it was not unreasonable, but it would be difficult to apply at the present time. A Bill was now being drafted for a general compulsory scheme applicable to the whole country, and on that there should be concentration. Any alteration in the actuarial basis of the scheme contemplated by the Bill might incur the loss of support by local authorities. The Association had proposed that officers, with the consent of the employing authority, should be free to retire at 60.

On the question being put the South Western District Committee's motion was adopted.

Mr. F. W. Whinnerah submitted that part of the report dealing with the N.A.L.G.O. Provident Society. Sections dealing with Logornia, the Approved Society, and N.A.L.G.O. House were also approved. The report as a whole was adopted.

At the instance of Mr. J. L. Holland, a vote of thanks to the Executive for its labours on behalf of the members was carried unanimously.

Mr. F. Marsden acknowledged for the N.E.C. No one at the Conference could have keener appreciation of the value of constructive criticism than the members of the N.E.C.

Mr. F. J. Willett (N.E.C.) moved for the Executive : That the following resolution, passed at the Annual Conference, 1930, be rescinded :

"That the National Executive Council be instructed that for the Conference of 1931 and for all future Annual Conferences a copy of the Agenda giving resolutions to be moved and recommendations made by the Executive Council be sent to each branch in time to permit full consideration of such Agenda and motions or amendments to be tabled by Branches before the day appointed for the submission by branches of resolutions for the Conference."

An amendment moved by the Brighton Branch was lost. The Executive's motion for rescindment was adopted.

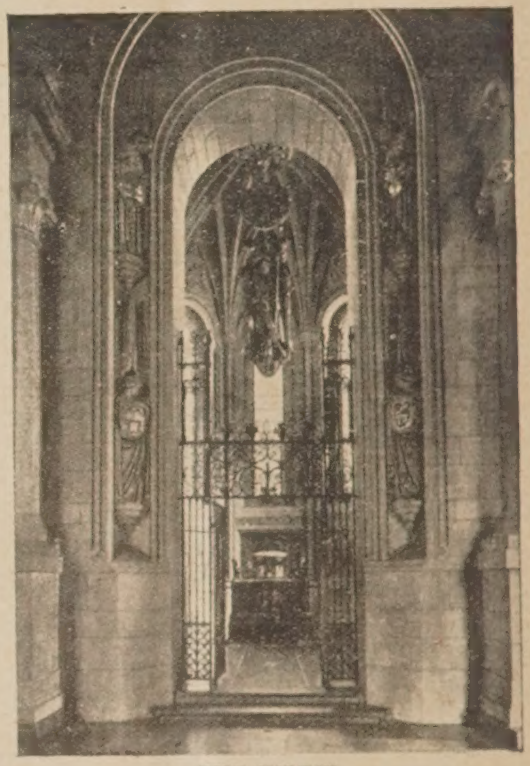
The Carshalton Branch moved the introduction of a national death levy to yield a sum of not less than £200 payable, on the death of a member, to his next of kin. The motion was defeated.

A proposal by the West Riding County Branch that the Executive should consider a scheme for the provision of endowments and/or death benefits for members, was rejected.

AMENDMENTS OF RULES

On Rule 9 (Scale of Subscriptions) the North Western and North Wales District Committees moved :

That the National Executive Council be instructed to introduce a scale of subscription at the rate of 5s. per annum for officers whose salaries from Local Government appointments do not exceed £52 per annum.



THE SHRINE

Motions and amendments on the Agenda by Doncaster, Staffordshire County Officers, Leicester, Liverpool, and Montgomery were withdrawn.

An amendment by the North Western District Council to a motion by Oldham proposing that branches retain 35 per cent. of the total subscriptions, carried in the first instance, was

MR. A. P. JOHNSON
Ex-President of Nalgo

rejected as the substantive resolution.

The Conference rejected a proposal by the Gateshead Branch that the N.E.C. consider amending Rule 9 with a view to rebates on a graduated scale, so that a reasonable margin is ensured for working expenses in smaller branches.

A proposal moved for the Bethnal Green Branch by MR. PEARSON, and seconded by MISS A. A. PAGE, that from the election of members of the N.E.C. in 1934 no member who has sat on the Council for three consecutive years shall be eligible for re-election until one year has elapsed, was rejected.

MR. PRATT (Somerset) supported the invitation from the Weston-super-Mare Branch that the 1932 Conference should be held in that town. MR. HARLEY seconded, and MR. MCAULIFFE (Bristol) supported. The Conference decided to accept the invitation.

THE PRESIDENT INDUCTED

Mr. Johnson inducted Mr. Sam Lord to the office of President, enumerating the several offices which Mr. Lord has already filled in his association of N.A.L.G.O., and making reference to those other organisations of which Mr. Lord is, or has been, an honorary officer, and also to his position as a member of several Government offices. The Conference had made a wise decision in choosing Mr. Lord for its President.

MR. SAM LORD acknowledged the kind remarks which Mr. Johnson had made on his installation as President. The honour conferred upon him was not of his seeking, but he appreciated the conferment of the greatest honour which the local government service can confer. N.A.L.G.O. had attained a position of dignity and importance throughout the English-speaking world. He felt as one interested in his colleagues that N.A.L.G.O. had welded the whole of the service. It had broken down the water-tight departments that once existed. N.A.L.G.O. was at the beginning of a still greater career. The Association looked to its President to maintain its high position, and it would be difficult for him to follow Mr. Johnson. With the help of the Executive Council, the Secretary and the efficient staff, he would do his utmost during his year of office to maintain the standards of the organisation.

MR. JOHNSON moved a vote of thanks to Mr. L. Hill and the Staff. Responding, Mr. Hill said that his colleagues and himself appreciated the thanks of the Conference. He wished to associate the staff with the thanks which the Conference had indicated as its views of Mr. Johnson's labour as President.

Votes of thanks were also carried to the Morton Hall Golf Club, Morton Hall Tennis Club, to the Lord Provost, Rev. Norman Maclean, the Civil Service Club, the President, Officers and members of the Conference Council.

MR. MACARTNEY, President of the Edinburgh Branch, replied on behalf of the local branch.

MR. LAWSON, Secretary of the Conference Council, also thanked the delegates for their expressions of approval. He had received every assistance from the local N.A.L.G.O. members.

MR. WALLS, Chairman of the Edinburgh Branch, presented to Mr. Johnson two etchings of Old Edinburgh, which, he ventured to hope, would serve to indicate the esteem in which Mr. Johnson was held throughout the organisation.

The first and last verses of the song below, written by the wife of a member, were sung by Mr. Beveridge, also a member, delegates joining in the refrain.

Air—"Will ye no come back again"

Aye, there's sadness in fareweel,
Noo, the Nalgo loss maun bear,
Worthy President, tried and leal,
Sune ye'll leave an empty chair.

Will ye no come back again,
Will ye no come back again,
Better lo'ed ye canna be,
Will ye no come back again.

Ye warstled weel, ye warstled lang,
Better days tae bring for a',
Loath are we tae let ye gang,
The guid ye've wrocht we'll aye reca'.

Will ye no come back, etc.

May ye find your leisured days,
Fu' o' joy and free frae care,
May Scotland's links and Scotland's braes,
Claim ye though we miss ye sair.

Will ye no come back, etc.

Steady look and heid held high.
Tell that age is faur away,
Fare ye weel—we needs must sigh—
But though ye gang your mark will stay.

Will ye no come back, etc.

MR. JOHNSON said that he intended to "come back." The etchings would remind him of his happy associations during the time that he occupied the Chair. He had endeavoured to maintain certain high ideals as President and on the whole he was not dissatisfied with what he had done. He believed that he had established close touch with every member of successive conferences. The National Executive had elected him as its Chairman for another year, so that it was not yet for him to say "good-bye."

During the Conference the Edinburgh Branch issued a daily bulletin—"*Our*" *Bulletin*—above the signature of Mr. George Lawson, Hon. Secretary of the Edinburgh Branch. This ephemeral journal was a very creditable production, its paragraphs being pithy, forceful, and humorous. The Edinburgh Branch has set a worthy precedent for others to follow when their turn comes to arrange for the Conference.

MISS E. GAUKROGER

During the visit to the Scottish War Memorial on Sunday morning, Miss E. Gaukroger met with an accident. An army lorry entering the main gateway of the Castle collided with Miss Gaukroger and seriously damaged her right foot. Fortunately, the bone was not broken, but the flesh was seriously torn, and she was removed to the Royal Edinburgh Infirmary. On Monday the Conference unanimously requested the President to convey to Miss Gaukroger the earnest wish of the delegates that her recovery would be rapid and complete.

RECEIPTS FOR SALARY PAYMENTS

It was reported at the last meeting of the Lancaster Town Council that, by a recent decision of the Inland Revenue Department, receipts for salaries and wages, even if used for withdrawing money from the bank, did not require stamping either as receipts or bills of exchange. The Committee referred to the Borough Treasurer the question of substituting receipts for cheques in payment of the salaries of Corporation officers, with power to act.

LIFE FUNDS AMALGAMATION

Mr. W. H. Whinnerah, Manchester, presided at the annual general meeting of the N.A.L.G.O. Provident Society, which was held on Saturday afternoon, and which had to be adjourned until the conclusion of the conference on Monday evening to enable a decision to be reached on the question of the amalgamation of the life funds of the society and of the National and Local Government Officers' Mutual Insurance Association, Ltd. The agreement for amalgamation of N.A.L.G.O. and the National Poor Law Officers' Association, provided, *inter alia*, that as soon as possible a scheme should be evolved whereby the whole of the life assurances of the N.A.L.G.O. Provident Society and Logomia, Ltd., should be placed into one fund. The committee of management now recommended that the holders of life and endowment policies and simple endowments in the N.A.L.G.O. Provident Society should transfer their policies from July 1, 1931, and accept new policies from Logomia, Ltd., for the same amounts and at the same (or lower) rates of premium, the date of the assurance under the new policy being the same as in the surrendered policy, and that, in order to provide the holders of these benefits with similar rights of membership as they have in the Provident Society, they accept from Logomia, Ltd., one £1 share (10s. paid).

WIDER BENEFITS

In the course of prolonged discussion on the proposed amalgamation, Mr. W. E. Lloyd, hon. treasurer, pointed out that as the N.A.L.G.O. society was registered under the Friendly Societies Act it could not insure any member for more than £300, but Logomia, Ltd., being registered under the Industrial and Provident Societies Act, and having deposited £20,000 with the High Court, could insure a member for any amount. MR. H. ALLEN (West Riding of Yorkshire) moved the adoption of the recommendations. On the ground chiefly that further information was necessary, MR. TAYLOR (Salford) proposed an amendment to the effect that consideration of the matter be adjourned until the next annual meeting.

MR. S. LORD, the President, appealed to the members to adopt the recommendations of the committee as affording the best possible solution. The amendment was eventually rejected by 54 votes to 50, and the recommendations of the committee were carried by 54 votes to 52. The remainder of the report and the financial statement and balance sheet were adopted.

THE RT. HON. JAMES BROWN, M.P.
Lord High Commissioner

SICKNESS EXPERIENCE AND THE NALGO PROVIDENT SOCIETY

By Dr. FRANK E. SCRASE, F.R.C.S. (Eng.), D.Ph. (London)
Medical Officer, Hampstead

TO all interested in the provident principle, and all Nalgoites should be, if they are not, the sickness experience of the N.A.L.G.O. Provident Society for 1930 would well repay a little consideration. Thus, there are now 9,080 members of the Provident Society, contributing for sick pay during illness, which is, roughly speaking, about one-sixth of the total membership of N.A.L.G.O. The increase from the preceding year being 1,393. This total of 9,080 has accrued since its inception ten years ago, and the wisdom of belonging to the Provident Society is emphasised in the fact that 1,070 of the members sought its help during the past year. This number shows a marked decline on the preceding year. It equals 11.7 per cent. of the total membership, the year 1929 was 17.7 per cent. The average duration of sickness of each member declaring on the Provident Society was 3 weeks 4 days, and this when worked out as an average period of sickness per member was 2.9 days. The amount paid in 1930 was less than the amount paid out in 1929 by £785, notwithstanding the fact that the membership had increased by 1,393.

This experience is common to other provident societies, 1929 having been a year when sickness incidence was high. The National Deposit Friendly Society report the same experience, but if the experiences of the N.A.L.G.O. Provident Society and the National Deposit Friendly Society are compared, it will be at once seen that during 1930 the average period of sickness of the members of the N.A.L.G.O. Provident was 2.9 days, while that for the National Deposit Friendly Society was 3.9 days per member. The incidence of sickness therefore was 25 per cent. less among N.A.L.G.O. members than the members of the National Deposit Friendly Society. This argues a very careful selection of membership.

The list of diseases, as published in the Provident Society's Annual Report for 1930, follows, in the main, the same tendency as with other Provident Societies. It has a marked difference as regards the general incidence of diseases—best exemplified by the cases treated under the National Health Insurance—inasmuch as among the members of the N.A.L.G.O. Provident Society, diseases of the organs of digestion, such as appendicitis, gastritis, etc., are comparatively high. They exceed the diseases of the organs of respiration, namely, bronchitis, pleurisy, pneumonia, tuberculosis, etc., and in this respect differ from almost all other published tables of sickness incidence. Thus, from diseases of digestion there are 277 claims, while from diseases of respiratory organs, only 152. In the cases treated under the National Health Insurance Act, respiratory diseases are very far ahead of any other class of disease.

I am excluding from this statement anything that would be in the classification of infectious disease, the chief among which is probably influenza, which caused 295 claims to be sent in during the year. It stands in a class by itself, but the main contention still holds good, that diseases of the organs of digestion exceed the diseases of the organs of respiration.

After the organs of digestion, the group of diseases which was the most prolific in claims was the one in which is classified arthritis, fibrositis, synovitis, lumbago, etc. There are those who would argue that this group of diseases is always high when the diseases of the organs of digestion are high, maintaining this to be cause and effect. There is a good deal in favour of this contention.

Diseases of the nervous system, which include epilepsy, nervous debility, neurasthenia and neuritis, supplied 74 claims. This is somewhat surprising. Epilepsy ought, with our careful method of selection, to be extremely rare. The claims under neurasthenia and nervous debility, which mean much the same thing, namely, nervous exhaustion, appear to indicate that some of our members find their duties a severe and continuous nervous strain. It is a point which may well be enquired into. The sepsis group, which means abscesses, ulcers, etc., gave rise to 68 claims out of our total of 9,080 members. This, I think, is a somewhat high rate. Each case was away approximately 3 weeks in consequence.

The general inference to be drawn from the classification of the illnesses of members in 1930 is the fact that diseases of the organs of digestion

DR. FRANK E. SCRASE

Dr. Scrase has been Medical Officer of Health for the Metropolitan Borough of Hampstead since the year 1912. Born 1867, he was educated at Bristol University and St. Bart's Hospital, and for some years was an Assistant School Medical Officer under the London County Council. He is a Fellow of the Royal College of Surgeons(Eng.); is a Licentiate of the Royal College of Physicians and holds the Diploma of Public Health. Dr. Scrase is a Fellow of the Society of Medical Officers of Health and a member of the British Medical Association. His published works include *The Health of Hampstead—Past and Present* (published in 1924).

are the chief cause of sickness among our members; that diseases of the organs of respiration are a poor second, and that the rheumatic group of diseases is third. I believe that these diseases of rheumatic nature closely follow the diseases of the organs of digestion. Whether this may be due to the general type of sedentary work of the municipal officer or carelessness in the dietary, it is difficult to argue, but from merely studying the table published by the Provident Society, I should feel inclined to advise the members of the society to study their dietary as being one of the most promising ways of reducing the sickness incidence.

WHERE TO STAY

(*Continued from page* 178)

COLWYN BAY.—Apartments, board residence, or bed and breakfast. Near sea and woods. Moderate terms. Mrs. E. Jones, Briarside, York Road.

LOOE, CORNISH RIVIERA.—Comfortable Apartments. Splendid position; excellent cooking; bath, h. and c. Board-Residence.—Apply, Mrs. W. Vincent, Barbican Hill, E. Looe, Cornwall.

SUPERANNUATION PROSPECTS

TOWARDS the end of March a deputation from the National Association of Local Government Officers met the Minister of Health, Mr. Arthur Greenwood, M.P., in the Minister's Room, House of Commons. The deputation consisted of Messrs. Arthur P. Johnson, M.A. (President), T. Freeman, D. L. Griffiths and Parker Morris (Hon. Solicitor for England). The Minister was accompanied by Mr. H. W. S. Francis, O.B.E. (Principal Assistant Secretary) and Mr. A. N. Rucker (Private Secretary).

Mr. Johnson, presenting the case, gave a brief résumé of the history of the Association's efforts to secure a National scheme of superannuation for all local government officers; drew the Minister's attention to the recommendations of various Departmental Committees and Royal Commissions on Local Government, and showed, by figures, the exact position to-day. A number of outstanding anomalies, arising from the passing of the Local Government Act, 1929, were mentioned, and, as a paper part, Mr. Johnson submitted a list of the amendments of the Local Government and Other Officers' Superannuation Act, 1922, which the Association desired to see made, and which had been previously submitted to the Ministry. Mr. Johnson urged the introduction of an amending Bill during the present session, and offered the Association's co-operation with the Minister's Department in the formulation of an agreed Bill.

Mr. Parker Morris, Town Clerk, Westminster, spoke in support of the case put forward by Mr. Johnson, and emphasised certain outstanding points.

MINISTER'S SUPPORT

In reply Mr. Greenwood expressed approval of the case put forward by Mr. Johnson, and said that, so far as he was concerned, he was a confirmed supporter of the proposal of superannuation for all employees, and not merely "officers" in the local government service. It was perfectly true that the Local Government Act, 1929, had increased the anomalies, and, undoubtedly, had strengthened the case for a compulsory scheme of superannuation. He was impressed with the importance of superannuation from the broad point of view as affecting efficient public administration. A general scheme of superannuation would create greater confidence and make for mobility within the service when officers desired to move from one authority to another. He felt constrained to point out, however, that the economic position of the country did not encourage the introduction of a Bill that involved an increase of expenditure. In particular, he must have in mind such matters as the recent request put forward on behalf of the County Councils Association for a moratorium from local government legislation for three years.

Mr. Greenwood assured the representatives of the Association that he had gone a long way towards the preparation of a Bill, but, unfortunately, there was heavy pressure on the Parliamentary draftsmen and tremendous pressure on the legislative machine. It was his personal hope that, before leaving office, he would have the privilege of introducing a measure which would put the long-overdue question of superannuation on a proper basis. He would urge forward the drafting of a Bill, and he fully appreciated the importance of discussion with all the interests concerned.

LABOUR-SAVING MACHINERY IN LOCAL GOVERNMENT ADMINISTRATION

By SYDNEY LARKIN, F.S.A.

(*City Treasurer, Coventry*)

THOSE who are really interested in office machinery have long recognised that one of the most powerful factors operating against its more general use is the extravagance of the claims sometimes made on its behalf. It may be that this "snag" is inevitable. The various machines and devices on sale are efficient and well made and the salesmen are usually well able to tell their story, and yet there are many offices up and down the country which ought to be well equipped with machinery, but which are not. Psychologists may explain this fact by the suggestion that the salesman inspires fear rather than desire in the heart of the office manager. This is a misfortune, because doubts can nearly always be allayed by inquiries among users. My own corporation has, for example, machines in use which have been saving their initial cost each year for eight years. I find that manufacturers encourage references to users and a letter or even a visit to another office removes many a difficulty.

If the eloquence of some machine salesmen and the magic of the expert demonstrator are a hindrance to the adoption of machinery—and I believe it is so in many cases—I now take the opportunity of saying again that it is of the utmost importance that salesmen should have a real knowledge of the work which their machine is likely to be called upon to do. I call to mind, with pleasure, discussions with the manufacturer of a very simple office device which is in almost universal use. He understands the difficulties his device is designed to overcome and he solves many problems which arise in the mind of the prospective buyer.

Mechanised Offices

Now that the great banks have become mechanised it seems almost incredible that some local authorities should be lagging behind. The fact remains, there are still important offices where organisation is so undeveloped that mechanical devices other than the typewriter are unknown. This unwillingness to adopt machinery must rest in one or all of three places: (1) the staff, (2) the office manager, or (3) the members of the council.

In some cases it is said that the whole difficulty arises through the unwillingness of the council even to consider the question of office appliances. These cases must, I think, be rare. The efficient working of municipal offices is of prime interest to local councils and, although in every council there may be individual members who regard office efficiency as a form of extravagance, I refuse to believe that the difficulty arises primarily in the elected representatives.

The case of the staff is different. If they are adverse to the introduction of machinery they have my sympathy. They have in all probability not had the advantage of a good training. I do not mean by this that they are not hardworking, conscientious, and loyal; I mean that the office in which they have been trained is one in which technique has been given a back place. They have not been taught to appreciate the best way of doing their job. They have probably been told to do a thing in the way it has always been done. I therefore attribute the major part of the blame to the office manager.

Mr. SYDNEY LARKIN

(*City Treasurer, Coventry*).

Mr. Sydney Larkin went to Coventry in 1919 as Assistant City Treasurer, and those duties he continued to perform until 1922, when he became the principal financial officer of that authority. Educated at Lichfield Grammar School and King Edward High School, Birmingham, he entered the City Treasurer's office of that City in 1902, holding progressive posts until 1913, when he secured in that year an appointment at Doncaster where he remained until he went to Coventry. Mr. Larkin is a Fellow of the Institute of Municipal Treasurers and Accountants—he was Chairman of the Midland Branch, 1928-30; Fellow of the Society of Incorporated Accountants and Actuaries, holding the Honorary Treasurership of the Birmingham and West Midland Group, 1923-30.

The Right System

This brings me to the important point that the utmost care should be exercised in the adoption of machinery. Buying machinery for fun, or because the salesman says you should, is simply silly. A small office receiving twenty letters a day need not be equipped with a letter opener. An incoming mail of a hundred letters a day does not demand an electric letter opener. Then, again, the introduction of machinery may, in some cases, be too sudden. It is not many years since multi-columnar books were regarded as the last thing in accountancy. They are still so regarded in some large commercial undertakings to-day. The adoption of a form of slip system in which the same analytic results may be scientifically obtained by means of physical sorting is a tremendous advance. The sorting of slips by punched holes, whether by the Paramount system or by the Powers or Hollerith systems, represents further development of the same idea. The slip system idea is applicable to both income and expenditure, and can be used with benefit in almost any case where two or more separate analyses are wanted. Modern methods of carbon duplicating invite investigation in this direction.

Adding and calculating machines are of many types, and here again wisdom or much foolishness may be displayed in their purchase. My own experience leads me to use extensively the comptometer or non-listing type. The listing type of adding machine is, in my opinion, only useful where complicated lists (e.g., pay rolls) are required. Much good should follow if office managers would honestly recognise that the object of office work is to produce results and not to provide a pleasant occupation for a body of people. Crank-operated calculating machines have for long been regarded as desirable adjuncts to a treasurer's department, particularly in connection with sinking fund tables. This, however, is a good illustration of a purchase of doubtful wisdom, inasmuch as there are simple methods of avoiding the need of such calculations. Non-accumulating sinking funds represent one method.

PENSIONS ON BONUS

THE following letter from the Ministry of Health, dated April 28, 1931, will be of interest and assistance to officials whose pensions are subject to variation according to the cost of living and to officers in financial departments of local authorities who have to make the adjustments:

"I am directed by the Minister of Health to refer to your letter of the 16th instant addressed to H.M. Treasury relative to superannuation allowances awarded under the Local Government and Other Officers' Superannuation Act, 1922, which are subject to variation in accordance with the first proviso to Section 7 of the Act, and in reply to state that the Minister has been informed by the Treasury that the average cost of living figure appropriate to the quarter commencing 1st April, 1931, is 55."

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS:
24 ABINGDON STREET, WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "B. & O." "Provident," etc.
Telephone: Victoria 6056 (3 lines).
Telegrams: Natassoc, Parl., London.

HEADQUARTERS NOTICES

DATES TO REMEMBER

June 15. 6.30 p.m. Annual General Meeting of Logomia, Ltd., at 24 Abingdon Street, Westminster, S.W.1.

June 24. Renewal date for Fire, Householder's Comprehensive and Motor Insurances. For particulars of lowest rates of premiums apply to N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1.

June 26. 6 p.m. Annual General Meeting of Nalgo Approved Society at the Town Hall, Nottingham.

EXAMINATION SUCCESSES

The General Purposes and Parliamentary Committee of the Middlesbrough Corporation has passed a resolution conveying to Messrs. Crook, Stanaway, Reid, Worthington and Pearson congratulations on the success attained by them in the recent examinations of the Institute of Municipal Treasurers and Accountants (Incorporated). Mr. Stanaway tied for the third place and prize given by the Institute.

Having regard to Mr. Stanaway's other qualifications and his recent achievement, he is to be awarded a special increment of salary of £25 per annum, as from April 1, 1931.

Mr. F. N. Padgham and Mr. D. L. Copeham, of the Finance Department, Heston and Isleworth U.D.C., have passed the Final and Intermediate Examinations of the Institute of Municipal Treasurers and Accountants, respectively.

SPORTS COLOURS, ETC.

Members are reminded that the following may be obtained through Branch Secretaries or upon direct application to Headquarters:

Sports Badges, blazer pocket size, 2s.

Ties, suitable for business or sports wear: artificial silk *or* knitted, 2s.; real silk, 3s. 6d.

Scarves, black ground with stripes *or* white with stripes at end, 10s.

Tobacco Pouches, silk covered, 2s.; better quality, 3s.

NOTICE TO CORRESPONDENTS

Organising and Branch Secretaries are requested to send "copy" to reach the Editor by June 19 for the July issue.

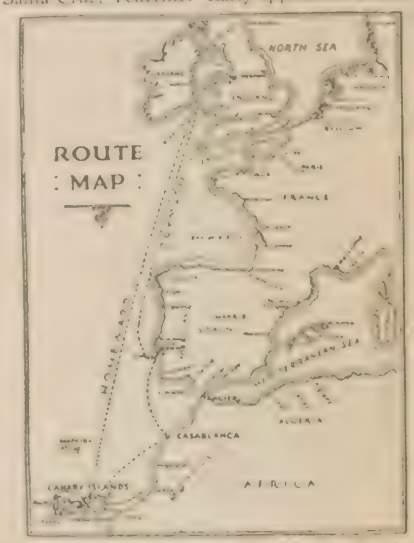
News of events which take place later—up to June 18—can be inserted if correspondents will send an intimation to the Editor beforehand.

"Local Government Service,"
3 and 4 Clement's Inn, W.C.2.

NALGO SEA CRUISE

THERE are vacancies for the Association's Sea Cruise this year on the S.S. *Arcadia*, which will leave Liverpool on Saturday, July 25, for a sea cruise of twenty-two days' duration. This is the thirteenth cruise arranged by the Association and in taking up the whole passenger accommodation on the steamer, a one-class party results. There will be complete organisation to ensure that during the time at sea by means of deck games, whist drives, concerts, dances, etc., there will be no dull hours, and the stops at six different ports will enable practically the whole of nine days to be spent ashore, returning to the boat for meals, if desired, and in the evening for sleep. The voyage is made without change of steamer.

Organised excursions will be made at the various ports of call, and a new feature this year is the inclusion of the rarely visited island of Las Palmas. The cost is £25 inclusive of all meals and gratuities except when taking excursions which are additional. The itinerary includes calls at Lisbon, Portugal; Casablanca, Morocco; Las Palmas, Grand Canary, La Palma, Orotava; and Santa Cruz, Tenerife. Early application should



be made to the General Secretary for further particulars and booking form.

CROYDE BAY CAMP

BOOKINGS at Croyde Bay are complete for July and August, but during the first fortnight in June or from September 12 accommodation still is available. Many applications for July, August, and the first week in September have had to be declined. The acquisition of the Camp will no doubt tend to earlier decisions for future years in regard to the holiday list of many local authorities, and it is hoped that a large number of officers will decide to take earlier holidays. A greater spreadover would, no doubt, be better both for office organisation and the holiday-maker alike. Croyde Bay in September is to be recommended for those who like later holidays and it should be remembered that charges are more favourable in these months than in July and August. At Easter, Whitsuntide, and out of the high season weekend bookings are taken.

Those who cannot be provided for at the Camp during August, to whom a sea cruise would appeal, should consider the Nalgo Sea Cruise to Lisbon, Morocco and the Canary Islands, covering twenty-two days without change of steamer, at a cost of £25 inclusive of all meals and gratuities on board.

WATER ANALYSIS

The following report has been received from Mr. T. Tickle, B.Sc., F.I.C., Public Analyst for the County of Devon on the water obtained from the artesian well at the Association's Bungalow Camp at Croyde Bay:

"I have examined the sample with results showing that the purity of the water is satisfactory in all respects. It is good for drinking and of a suitable quality for domestic use."

COST OF LIVING

THE following table shows the average percentage increase in the cost of living as compared with July, 1914, at five year intervals for all items included in the statistics (see note below) at the beginning of January in the years specified:—

Month	1915	1920	1921	1922	1923
January	10·65	145	80	67	73
February	11	140	78	64	72
March	13·25	136	74	63	69
April	14·25	133	75	60	67
May	20	141	74	58	67
June	25	150	76	54	—
July	25	152	74	55	—
August	25	155	74	58	—
September	25	161	74	57	—
October	30	164	76	58	—
November	30·35	160	76	58	—
December	35	157	77	59	—
Average	23.33	148.75	75.58	57.83	—

The following notes on the method of preparing the figure were summarised from an article in the *Ministry of Labour Gazette*, March, 1920:—

1. The index figure is supposed to measure the increase in the cost of maintaining the pre-war standard of living of the working classes.

2. In 1904 a large number of working class budgets were collected. These were averaged and weighted—that is, conclusions were reached as to the proportion of income spent on different items in the budgets. The average of the incomes dealt with was 36s. 10d. a week. The index figure is supposed to measure the increase in the cost of buying the same quantity of goods and services as were bought in 1904. (It is said that there was no substantial alteration in the standard of life between 1904 and 1914, and the 1904 allocation of expenditure is assumed to be also the 1914 allocation.)

3. The items included in the calculation are food, rent, clothing, fuel and light, and other items.

   FOOD.—The foodstuffs included are beef, mutton, bacon, fish, flour, bread, potatoes, tea, sugar, milk, butter, margarine, cheese, and eggs. Prices for these are collected at the beginning of each month by the staffs of the Employment Exchanges from representative retailers in 630 towns and villages.

   RENT.—Information as to rents is obtained from 100 of the principal towns, working-class dwellings only being taken.

   CLOTHING.—Information under this head is obtained monthly by a questionnaire addressed to representative outfitters, drapers and boot retailers in all large towns in Great Britain.

   FUEL AND LIGHT.—This includes coal, gas, oil, candles, and matches. Statements are obtained each month from correspondents as to coal in 30 towns and as to gas in 26 towns. As regards oil, candles, and matches, returns are obtained from retailers in 28 towns.

   OTHER ITEMS.—These include soap and soda, ironmongery and pottery, tobacco and cigarettes, fares and newspapers.

4. The weighting system used by the Ministry of Labour in reaching the overall figure is as follows:—

Units.	*Items.*	*Percentage.*
35	Food	35
4	Rent and Rate	11
14	Clothing	14
8	Fuel and Light	8
8	Other Items	8

It has often been contended that the index figure is not an adequate indication of the extent to which the cost of living of non-working-class families has risen above the 1914 level. The Ministry's index omits many articles which form important items in the expenditure of such families. The Ministry ignores items such as medical attendance, board and lodging, laundry, school fees (elementary, secondary, technical, etc.), insurance (unemployment, sickness, life, fire, etc.), dental expenses, holiday costs, income-tax, books and library subscriptions, beer and spirits, electric lighting. It assumes that only 6 per cent. of houses are "decontrolled," whereas among local government officers the percentage is much greater. An enquiry by an organisation of Post Office workers in 1923 showed the percentage of "decontrolled" houses occupied by their members was 41 per cent. The extent of "decontrol" among local government officers is probably more than 41 per cent.

The assumption by the Ministry of Labour that rent represents only 16 per cent. of total expenditure is almost certainly untrue of large numbers of local government officers.

The Ministry of Labour has published a leaflet, *The Cost of Living Index Number. Method of Compilation*, copies of which can be obtained from H.M. Stationery Office, price 3d. net.

LOCAL GOVERNMENT SERVICE

Editorial and Advertisement Offices, 3 and 4 Clement's Inn, Strand, London, W.C.2.

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited, and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

JUNE 1931

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NOTES OF THE MONTH

SUPERANNUATION

IT was to urge that the Government should give its official support to a subject of perennial interest to the local government officer that a deputation from the Executive Council interviewed the Minister of Health towards the end of March. The prospects of a general and comprehensive change in the law of superannuation was the issue which the Executive raised on that occasion. Before the aims of N.A.L.G.O. are realised in this connection it will be necessary that the case for superannuation shall be whole-heartedly accepted by the Minister of Health and his colleagues in the Cabinet. It will be a long time before the average voter can be brought to recognise that a life spent in the service of a local authority gives as sure a moral title to reward in old age as an office in the Army, the Navy, or the Civil Service.

The proceedings at the interview which the Minister granted the deputation were reported in the *Municipal Journal* for April 3. Mr. Greenwood's attitude on that occasion gave to the Association but little more gratification than it had obtained at the hands of his predecessors in office during the last twenty years. Some day a Minister of Health must take his courage in both hands, unless, for all time, he is to forego the confidence which the Local Government Officer should be encouraged to repose in the Ministerial head of the Department. A democratic government is called upon to give effect to the general will, but mere want of definite and coherent statement on the part of twenty million electors should not be made a defence for legislative inactivity. Under the terms of the modern franchise, positive desires are not tabled in exact form. A vague sense of justice rises in the minds of the voters, but left to themselves their views of right or wrong would never be embodied in law. It is by giving effect to this expanding sense of what is right, more especially as between the community and its servants, that some modern governments will be remembered as potent agents of the general welfare. Of others the historian's judgment acting in accordance with this principle, will take but small account. It was this doctrine that was the mental background of the deputation's case laid before the Minister. Governments should lead by turning into positive shape sentiments and ideas almost without form in the minds of the people.

A MORAL CLAIM

THE case was admirably stated by Mr. Arthur P. Johnson, whose many services to the organisation during his long tenure of the President's chair include a profound and active interest in the officer's moral claim to superannuation. The Association, Mr. Johnson maintained, sought to aid the establishment of a general right to superannuation. Every officer should be secure against the dangers of an old age which might be inadequately supported since, in the present circumstances, there is no guarantee that long and honourable service will bring the rewards which should be its due.

Here, there is no occasion to refer to the numerous pronouncements which various Royal Commissions and Committees have made upon the subject. Broadly, their details are known to our members; they were laid before the Minister with convincing force. Whatever case existed for a general and compulsory superannuation scheme before the Local Government Act, 1929, was placed on the statute book, has been strengthened manifold by the anomalies and perversities which that law has brought into being. Under one and the same authority some officers in its employ have rights of superannuation, while others are without that elementary protection.

If anyone should contend in this period of undiscriminating demands for economy that on the average the officer's salary is sufficient to enable him to make every essential provision, the plea is wholly defeated by the facts. What are the facts? Only fifteen per cent. of the officers employed receive salaries of £351 or more. About 50,000 local government officers are within the scope of superannuation schemes, but 15,000 are not. To suggest that the country's financial position does not allow that number of officers to be embraced by statutory arrangements for their old age, when every Civil Servant, teacher, transferred poor law officer, asylum worker and member of the police force is already entitled to count upon the benefits he will receive on retirement from the service, is to find a lame and ineffective excuse for the continuance of injustice. The deputation submitted a list of the amendments to the Local Government and other Officers' Superannuation Act, 1922, and urged the introduction of an amending Bill during the present session.

MOBILITY AND ITS GAIN

THE Minister's reply was sympathetic but it was not wholly gratifying. Some little emphasis was laid upon the economic unwisdom of increasing public expenditure at the present moment, while Mr. Greenwood further suggested that every moment of parliamentary time was mortgaged for other purposes. He was impressed with the need for a compulsory and uniform system "for all employees and not merely for officers," and it was his hope that, before leaving the Ministry, he would be able to introduce a Bill that should put superannuation on a sound and equitable basis.

Indeed, Mr. Greenwood's sentiments were unexceptionable, but they stand in need of expression on the part of the Government. Too little account is taken of the immense gain that would accrue to the local government service from a system that encouraged mobility and assured to every officer that each appointment in which he served would rank to be counted as a claim for recognition later on. If the same obligation were imposed upon all the local authorities in the kingdom the officer could move freely, capacity would not be tied and hampered by disabilities which arise from unequal conditions of appointment, and one sure step would have been taken towards the establishment of the local government service as a service truly national in its character.

SUMMER SCHOOLS AT OXFORD AND ST. ANDREWS

WHY a Summer School? The question has been asked more than once. Briefly, it may be said that its purpose is to give those daily concerned with the details of administration a wider outlook on the whole field of local government. It is wonderful how, at such a School as that held last year in Oxford, the student begins to realise that local government is a bigger and more interesting subject than he had ever thought possible and how he becomes proud of his place in the scheme of things. Often amidst the details of work, one feels it is a mere meaningless drudgery; the School gives one a new point of view and energises each student with ambition to see in his work a new purpose; a new value, and what is most important of all a new means of adding his mite to the general happiness of his countrymen.

These are a few of the many benefits of a course of lectures and discussions such as those to be delivered at Oxford and St. Andrews this year.

The discussions which follow the lectures are always interesting and often amusing. It is entertaining to listen to the points of view of men in other departments than our own, and to hear how things are worked in different parts of the country. Apart from all this, there is the social intercourse at meals, at impromptu concerts, at games, or on visits to places of interest. To many members the experience is a new and delightful one and they will leave the School feeling that it was good for them to have been there.

ST. ANDREWS

THE Education Committee made a happy choice of a place of meeting for the Scottish Summer School, when they decided on the old grey City of St. Andrews. It is the most ancient of our Scottish University towns. The place, in some ways, resembles Oxford and Cambridge, having the same academic atmosphere. In the month of July it is a bracing and invigorating health resort, the mecca of the golfer, and the joy of the tennis enthusiast. Those who wish to spend a delightful week's holiday, good for both mind and body, could not do better than attend the Summer School.

The School is to be held in the week beginning Saturday, July 11, and students, both male and female, will be accommodated in St. Salvator's Hall of Residence, each student having a bed-sitting room. St. Salvator's Hall is a beautiful new building, splendidly equipped, erected in the grounds of St. Mary's College. All the meals will be served in the Dining Room of the Hall, and the beautifully appointed Common Room will be at the disposal of students. By the way, the students are to be charged 10s. 6d. per diem, and there will be an enrolment fee of 10s. 6d.

On the first evening at the School, there will be an inaugural dinner at which will be present the Solicitor-General, who is to open the School, Members of Parliament, local dignitaries, and Mr. S. Lord, Mr. E. W. B. Abbott, and Mr. L. Hill, from headquarters. No extra charge will be made to the students attending the dinner.

The two lecturers at the School will be Mr. John A. Buyers, M.A., on Monday and Tuesday, and Mr. James Cunnison, M.A., on the remaining days. Mr. Buyers is lecturer in Economic History at Glasgow, and Mr. Cunnison lecturer in Social Economics and Director of the Glasgow School of Social Study. Mr. Cunninson's books *Economics* and *Labour Organisation* will be known to many.

After each lecture there will be an hour's discussion. During the afternoon students will be free to make their own arrangements. After dinner short talks have been arranged. On Monday evening, Miss Nora Milnes, Director of the Edinburgh School of Social Study will speak; on Tuesday, Dr. Guy, Medical Officer of Health in Edinburgh, will give a talk; on Wednesday or Thursday, there will be an address by Mr. Imrie, the City Chamberlain of Edinburgh; and on Friday evening Mr. Joseph Westwood, M.P., Under Secretary for Scotland, will talk on the relationship between the Central and the Local Authority.

ORIEL COLLEGE, OXFORD

MANY of the details for the Summer School at Oriel College, Oxford, have already been published. It will be sufficient, therefore, to say that during the second week of this School (August 1 to 8) the lecturers will be Professor W. G. S. Adams, Mr. J. J. Clarke, and Mr. A. L. Dakyns. Prof. Adams is the Gladstone Professor of Political Theory and Institutions at the University of Oxford; he will deal in his lectures with the following subjects: Lecture I. *The comparative study of Local Government.* Lecture II. *The growth of State functions and the distribution of power between central and local authorities.* Lecture III. *The relation between statutory and voluntary agencies, and the growth of the community idea.*

Mr. Clarke will deal with the development of the system of Public Assistance with its modern problems and with the present basis of local authority finance. The effect of the Local Government Act, 1929, will be explained, mention being made of recent Orders and Regulations and a number of recent rating decisions. At the end of the week Mr. Dakyns will take as his subject "Local Administration of Public Utilities," and his syllabus will include:

Public utilities in general. Legal and economic considerations. Public service versus public control or regulation.

Types of public utility, national and local. The pros and cons of State trading and of municipal trading. The case of the ad hoc *public authority.*

Public regulation of businesses privately owned and financed. The rise of departmental regulation. The grant of "conditional monopoly."

Municipal and company undertakings compared; their financial basis. The case for a general Act enabling local authorities to trade examined.

The area problem. Ought disinterested management to be the goal of public control? Do the advantages of a dual system outweigh the advantages of an autonomous administration?

Already we have received quite a number of enrolments for the Summer Schools. Accommodation is, unfortunately, limited, and bookings will have to be dealt with in the order of their receipt.

SCHOOL AND EXAMINATION DATES

June 30.—Last days for sending in registration forms for the Summer Schools.

July 1.—Last day for sending in Essays for the Sir Arthur Robinson Competition.

" 11.—Opening of the Scottish Summer School.

" 25.—Opening of the Summer School at Oriel College, Oxford.

Aug. 1.—Opening of the second week of the Summer School at Oriel College, Oxford.

CORRESPONDENCE INSTITUTE

Detailed prospectuses will be sent to all interested officers who send a post card request to Headquarters giving details of their requirements. There are courses for the examinations of the N.A.L.G.O., I.M.T.A., A.R.V.O., and many other institutions. At the recent Board of Trade Examination for Inspectors of Weights and Measures 86 per cent. of the successful candidates had been coached by the N.A.L.G.O. Correspondence Institute.

PRIZE ESSAY COMPETITION

OPEN TO ALL MEMBERS

SIR ARTHUR ROBINSON, G.C.B., C.B.E., Permanent Secretary, Ministry of Health, who opened the N.A.L.G.O. Summer School of 1930, has presented a prize of two guineas of £5 5s. for the best essay on one of the following mentioned subjects.

(1) The place of the Local Government Act, 1929, in the development of local government.
(2) The best method of training for the local government service.
(3) The relations between the local government official, his council and its committees.
(4) How and into what departments the work of a local authority may best be organised.
(5) The existing arrangements for co-ordinating the different branches of the work of a local authority and what, if any, improvements could be made.

The prize essay will form the basis of one of the informal meetings at the 1931 Oxford Summer School. Copies of the essay will be circulated to students enrolled, and if not already a student, the author will be invited to attend for that session. A general discussion on the subject of the essay will be taken, and the author will be given an opportunity of answering any points raised in the debate. If suitable in size the essay will be published in LOCAL GOVERNMENT SERVICE.

RULES.—(1) The competition is open to all members of the N.A.L.G.O. (2) The essay may be in manuscript, typewritten, or printed. (3) No stipulation is made as to length. (4) The final selection by Sir Arthur Robinson must be taken as conclusive. (5) Essays must reach the General Secretary, N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1, on or before July 1, 1931. (6) Each essay must be headed with the title chosen and a *nom de plume*. A sealed envelope containing the author's name, address, and branch and bearing on the outside his *nom de plume* must accompany the essay. Indication of the author's identity should not appear on the essay. (7) The result of the competition will be announced prior to July 25, 1931.

OFFICIAL VACANCIES

Advertised in the "Municipal Journal" during May and still open for applications at the time "Local Government Service" went to press. The last date for the receipt of applications is stated.

ACCRINGTON (B).—Borough Treasurer, June 1. App. W. H. Warhurst, Town Clerk, Town Hall, Accrington.

LANCS. C.C.—County Sanitary Officer, June 8. App. George Etherton, Clerk of the County Council, County Offices, Preston.

CAMBERWELL (M.B.).—Superintendent Registrar of Births, Deaths, and Marriages, June 5. App. C. E. Newton, Town Clerk, Town Hall, Camberwell.

NOTTINGHAM (C.B.).—Engineer and Manager, Gas Department, June 16. App. W. J. Board, Town Clerk, Guildhall, Nottingham.

BOLTON (C.B.).—Sanitary and Smoke Inspector, June 8. App. G. W. Paget Moffatt, M.A., M.B., Medical Officer of Health, Public Health Department, Howell Croft North, Bolton.

W.R. OF YORKSHIRE MENTAL HOSPITALS BOARD.—[illegible], May 30. App. J. Charles McGrath, Solicitor to the Board, County Hall, Wakefield.

ASHTON-IN-MAKERFIELD (U.D.C.).—Financial Officer and Accountant, June 3. App. Albert Sykes, Clerk to the Council, Council Offices, Ashton-in-Makerfield.

WEDNESBURY (B.).—Borough Treasurer, June 27. App. N. P. Lester, Town Clerk, Town Clerk's Office, Wednesbury.

WARWICK (C.C.).—Senior Assistant Solicitor, June [illegible]. App. L. Edgar Stephens, Clerk of the Council, 42 Warwick Street, Leamington.

BATH (C.B.).—Assistant Solicitor, June 8. App. J. Basil Ogden, Town Clerk, Guildhall, Bath.

ST. COLUMB MAJOR (R.D.C.).—Sanitary Inspector and Surveyor, June [illegible]. App. Chas. E. Wyatt, Clerk, Council Offices, St. Columb, Cornwall.

BRANCH & DISTRICT NEWS

ABERSYCHAN

Mr. J. E. N. Davis was received as a deputation the urban district council regarding super-uation and the council agreed to obtain the rt of an actuary.

BUXTON

The B.C. has agreed to pay eightieths in ect of non-contributing service under the erannuation Act.

BATH

Mr. W. E. Eyles, the late honorary secretary of Branch, was presented with a handsome er service on the occasion of his recent riage. The presentation was made by the n Clerk. Mr. Eyles has been in the Town k's Department eleven years.

BOLTON

pplications for superannuation rights have n made to the Bolton Corporation on behalf of loyees of the Public Assistance Department. number of officers were appointed after ember 12, 1928, and superannuation deduc-s made under the Act of 1896. They are, ever, technically not transferred officers, and uctions have since been discontinued. The poration has been asked to designate the s of these officers under the 1922 Act from earliest possible date.

CONWAY

The officers of the Conway B.C. at a recent ting decided to form a Branch of N.A.L.G.O. ere is every indication that their membership be a live one.

EAST MIDLAND DISTRICT

A well attended meeting of the District mmittee was held at the Guildhall, Derby, on urday, May 16, Mr. J. W. Sharpe, of North-pton, presiding. The principal business of meeting was the consideration of the Annual nference Agenda. After the meeting, the yor of Derby, Councillor W. H. Hoare, joined members at tea, and welcomed them to Derby.

HAMPSHIRE

The Hants County Officers' Branch has through executive interviewed the Clerk of the County ncil and the County Treasurer on the tter of tea allowances. The Clerk was against ment of tea money, but suggested that each d of department should be asked to arrange t so far as possible junior members of the staff ng away from Winchester should not be ained late at the office.

Inquiry was made whether a Head of Depart-ment could properly insist on his staff taking their holidays during the months of August and September only. It was understood that in other departments the convenience of the staff was consulted as much as reasonably possible in the matter of holidays, but it was felt that in the absence of any regulations by the County Council the Head concerned was within his rights. It was suggested that should there be any real case of hardship the matter should be brought up again.

KEIGHLEY

The inaugural meeting of the Keighley Officers' Debating Society was a discussion upon the question of the abolition of capital punishment, a topic approached from diverse angles. The vote by a slight majority was for its continuance. At a subsequent meeting the proposition was that the all-round man was preferable to the specialist. The opening speeches were good, but some difficulty was found in defining the "specialist" and a valuable discussion took place on that point alone. The chairman then gave a ruling and on the assumption for the purposes of the debate that a specialist was a man who studied a particular branch of a particular subject, profession, vocation, etc., an interesting debate was held. The specialist under this definition lost by a narrow margin. The Mayor, Alderman F. Dickinson, J.P., the Honorary President of the Branch, attended both debates and joined in the discussions.

NOTICE TO CORRESPONDENTS

Organising and Branch Secretaries are requested to send "copy" to reach the Editor by June 17 for the July issue.

News of events which take place later—up to June 18—can be inserted if correspondents will send an intimation to the Editor beforehand.

"Local Government Service,"
3 and 4 Clement's Inn, W.C.2.

LANCASHIRE

The Lancashire County Branch has issued a Year Book containing information on the activities of the Branch, together with details of the Thrift Section, Departmental Committees, and Free Maintenance and Treatment Contributory Schemes for the Preston and County of Lancaster Queen Victoria Royal Infirmary.

METROPOLITAN

It is regretted that the name of the Metropolitan area Branch was inadvertently omitted from the list of branches set out in the Metropolitan District Committee Year Book for 1931. Members are requested to insert the name of the branch in their books. The representative of the branch on the District Committee is Mr. R. E. J. Harding, 19 Tranmere Road, Earlsfield, S.W.18, who is also secretary of the branch. The membership of the branch is twenty-eight.

NEWPORT

Newport (Mon.) C.B.C. has appointed Mr. H. W. King to the post of Chief Collector in the Collecting Section of the Borough Treasurer and Comptroller's Department at a salary of £500, rising by annual increments of £25 to £550 per annum. Mr. King, who has gained all his municipal experience at Newport, has been Chief Clerk in the General Office for fourteen years. He succeeds Mr. S. H. Collins, who has retired on superannuation allowance after nearly forty-three years' service.

All vacancies caused by the promotion have been filled from within the staff. Mr. A. E. Williams has been promoted to succeed Mr. King as Chief Clerk in the General Office, while fourteen other promotions, with consequent increases in salary, have been granted, and a new junior clerk is to be appointed.

PONTYPRIDD CENTRAL HOMES

A well attended meeting of officers at the Central Homes, Pontypridd, on March 16, was addressed by Mr. C. B. Bright, hon. secretary of the Glamorgan County Officers' Branch of N.A.L.G.O., and Mr. J. E. N. Davis, Divisional Organising Secretary of N.A.L.G.O.

PONTYPRIDD WATER BOARD

An enjoyable branch dinner was held at the Park Hotel, Pontypridd. Mr. F. Davies presided, and the goodly company included Councillor Mark Harcombe, Chairman of the Board, and Councillor W. H. May, Vice-chairman. In responding to the toast of the Board, Councillor Harcombe paid a high tribute to the staff, and expressed warm appreciation of the good feeling which existed.

SOUTHPORT

The Southport Branch is to be congratulated on the booklet of general information issued to all their members. Salaries scales obtaining throughout the Corporation, together with all the Minutes of the Council regarding the recognition of their branch by the Council, travelling expenses, allowances for examination successes, holidays, overtime rates, sickness payments are clearly shown.

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BRANCH & DISTRICT NEWS

STRETFORD

The Stretford Branch of the Association and the District Council have extended hearty congratulations to Mr. Norman G. Smith, a member of the Treasurer's staff, on his success in gaining third place in England in the recent final examination of the Institute of Municipal Treasurers and Accountants. Last year Mr. Smith was awarded the "Howard Button" prize for the best paper on local government finance in the first part.

SWADLINCOTE

The Swadlincote Urban District Council have adopted the Local Government and Other Officers' Superannuation Act, 1922, and entered the Derbyshire Scheme. The appointed day was February 1, 1931.

WALLASEY

Mr. Emrys Evans, M.A., LL.B., Wallasey's new Town Clerk, was assured of a hearty welcome from his colleagues when he took up his duties. Mr. Evans was previously the Deputy at Wallasey and was a valuable member of the local Branch of N.A.L.G.O.

WEST MIDLAND DISTRICT

There was a record attendance at a meeting of the District Committee, held at the Town Hall, Burton-upon-Trent, on April 11. Mr. Frank Gee, Borough Treasurer of Shrewsbury, presided.

Welcoming the representatives to Burton-upon-Trent, the Mayor, Alderman A. J. Thornley, expressed hearty approval of the Association's many activities and especially of the Benevolent and Orphan Fund. The majority of his Council had not seen their way to adopt a Superannuation Scheme for officials. Personally he regretted it, and he hoped superannuation would soon be compulsory. It was all very well to put a man on the shelf, but he thought a good council should also provide a shelf for him.

Mr. Gee, Shrewsbury, proposed a vote of thanks to the Mayor. The opinion at Shrewsbury, he said, was that superannuation was a good thing for the council. He did not like laying emphasis on the benefit to the officer as was so often done; speaking as Borough Treasurer, his experience was that superannuation was to the interest of all concerned. Mr. G. C. V. Cant, Town Clerk of Dudley, seconded the vote of thanks.

OFFICERS' REUNION

FOR several years past the Queen's Hall, London, has been the popular venue for the annual reunion of members of the National Association of Local Government Officers in the Metropolitan area and again this year on April 24 the function was held with undiminished interest among a large membership.

Precedent was followed in that the services of many well-known concert artists were enlisted, thus assuring an admirable entertainment. Chief interest centred naturally upon the presentation of the silver trophies gained in the various competitions promoted by the Sports Section of the District Committee. In the absence abroad of Mr. A. P. Johnson, the President of N.A.L.G.O., and through indisposition of Mr. Sam Lord, president-elect, an old friend and former chairman of the organisation, Mr. W. H. Pullenger, was called upon to present the awards.

Mr. Frank R. Finch, Chairman of the Metropolitan District Committee, who presided, acknowledged the efforts of those responsible for the organisation of the re-union, particular reference being made to Mr. Arthur Pinches, whose services as General Secretary of the Committee they were to lose. His place, Mr. Finch said, would be filled by Mr. Lakin, an active member and secretary of the Sports Section.

Mr. Pullenger recalled the first function of the Area Committee at Cannon Street. The social side of their work had, he said, done more to build up N.A.L.G.O. than any other branch of their work. He wished them continued success for the future.

The Winners of Challenge Trophies were:

BADMINTON

Mixed Doubles (Team) Tournament, the "Woolwich" Cup: Croydon 1, Port of London Authority 2.

BILLIARDS

Billiards Team Competition, The Metropolitan District Cup: St. Marylebone 1, Kensington 2.

Billiards Singles Championship, the "Leonard T. Snell" Cup: Mr. E. C. Watkins (St. Marylebone) 1, Mr. T. F. Carpenter (Chelsea) 2.

Snooker-Pool Team Competition (no trophy at present): Port of London Authority 1, Lambeth 2.

Snooker-Pool Individuals Championship (no trophy at present): Mr. E. Murthwaite (St. Marylebone) 1, Mr. L. Rutherford (West Ham) 2.

BOWLS

Single Rink (four players) Competition, the "Stanley Crosse" Cup: Ilford 1, Lewisham 2.

Pairs Competition, the "Paddington" Cup: Paddington 1, Leyton 2.

Single-handed Championship, the "Edwin Hayes" Cup: Mr. F. H. Hughes (Fulham) 1, Mr. Rutherford (Southgate) 2.

CHESS

Team Competition, the "Coombs" Chess Challenge Cup: Kensington 1, Southwark 2.

Individual Championship, the "Mary Lord" Chess Challenge Cup: Mr. W. L. Brierley (Southwark) 1, Mr. W. R. Farmer (Camberwell) 2.

Individual's Handicap Competition, the "Bailey" Chess Cup: Mr. D. Love (West Ham) 1, Mr. W. Morrison (Kensington) 2.

CRICKET

Team Competition, the "Lambeth" Cricket Shield: West Ham 1, Chiswick 2.

RIFLE SHOOTING

The "Johnson" Rifle Shooting Shield: [illegible] competition.

ROAD WALKING

Team Race (teams of three), the "Westminster" Challenge Shield: St. Marylebone 1, Lambeth 2.

Team Race (teams of four), the "Lawson" Challenge Cup: Lambeth 1, Middlesex 2.

Individual Race (confined to Metropolitan Borough Council Officials), the "Smith" Challenge Cup: Mr. A. A. Webb (St. Marylebone) 1, Mr. H. W. Snow (Lambeth) 2.

Individual Race (confined to Officials outside Metropolitan Borough Council Staffs), the "Dawes" Challenge Cup: Mr. H. L. Etherington (Surrey C.C.) 1, Mr. W. J. Harris (L.C.C. Tramways Department) 2.

SWIMMING

Handicap Team Race, the "A. P. Johnson" Challenge Bowl: Kingston and Surbiton 1, St. Pancras 2.

Championship Team Race, the "Middlesex" Challenge Cup: Middlesex 1, Croydon 2.

Ladies' Championship Race, the "Hackney" Cup: Miss Burr (Hackney), 1 Miss E. Robinson (Surrey C.C.) 2.

Gentlemen's Championship Race: Mr. L. Dennis (Croydon) 1.

WHIST

Team Competition, the Metropolitan District Whist Cup: Hammersmith 1, Edmonton 2.

METROPOLITAN DISTRICT SPORTS AND RECREATIONS BRANCH. CHAMPIONSHIP

The "Municipal Journal" Championship Bowl: Croydon 1.

ST. ANDREWS

BLACKBURN

An Inter-departmental Sports Meeting Borough Treasurer's and Borough Engineer's Departments versus The Rest, was held at Greenbank on May 19. The scores were:—

BOWLS.—B. Treas. and B. Eng. Depts., 117 points; The Rest, 117 points.

CRICKET.—B.T., etc., 46 runs; The Rest 53 runs.

TENNIS.—B.T., etc., 5 events; The Rest 1 event.

Dancing to music provided by Stan Yates and his Regal Dance Orchestra closed an enjoyable evening.

WORCESTER

The Worcester City Branch of N.A.L.G.O. spent an enjoyable social evening at the Public Hall, at which Mr. H. Baker, City Chamberlain, and Mrs. Baker and about forty members attended. After participating in games of badminton, table tennis, quoits, and cards interspersed with songs by Mr. Harvey, Mr. Pardoe, and Mr. Bullock, the company adjourned to supper. A dance concluded a very pleasant evening.

A PILOT for the AMBITIOUS!

MANY young men and women of ambition and ability entering upon commercial or professional life are—at this very moment—anxiously searching for reliable guidance which shall start them surely and speedily on the right road to progress.

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It is to these aspirants to success in life that the Metropolitan College, St. Albans, to-day offers a FREE copy of the wonderful standard work on the choice of careers—"The Guide to Careers"—which has already led so many to leadership in commercial and professional life. This comprehensive volume sets out clearly and concisely exactly the course to follow to attain success in commercial or professional life.

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Experience is a sound teacher, but he keeps his students at school for a lifetime. Modern conditions demand the equally sound but more rapid results of specialised training. Such training is the speed car of knowledge, which alone can develop your ability quickly and surely to the fruition of attainment. There is neither reason nor advantage in standing hesitant any longer. Fill in and send the attached coupon to-day for the invaluable FREE Guide which points the way to speedy promotion, high remuneration, and to a post of trust and responsibility in Secretaryship, Accountancy, and other business and professional callings.

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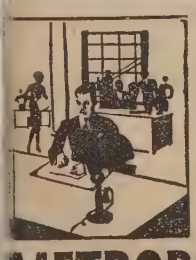

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BOOK REVIEWS

EQUALITY: By R. H. Tawney. Price 7s. 6d. net. Messrs. George Allen & Unwin, Ltd., London.

"ENGLISHMEN, it is perhaps true to say, are more noted for business acumen than for intellectual flexibility, and, if tactically bold, are strategetically timid." That is the point from which Professor Tawney commences his pungent examination of the economic and social aspects of class distinctions; past attacks on privilege, especially in the eighteenth and nineteenth centuries; the development of command services; the extension of social control over industry; and the possibility of diminishing inequality by general consent.

It is good for us to have laid bare in stark nakedness many of the orthodoxies which we accept, and have accepted for generations, without closely examining their soundness. If our mentality is jarred uncomfortably, and we instinctively reject such brutal frankness, we must be better for the self-examination forced upon us by this series of lectures given under the Halley Stewart Trust, and now published in book form. The religion of inequality, says the author, is the sanctity of class, and he expounds this theory with convincing clearness. "This system, it seems, is so venerable and all-pervading, so hallowed by tradition and permeated with pious emotion, that not only does it seem inconceivable to its adherents that any other system should exist, but, until attention is called to it by irreverent curiosity of strangers, they are often not even conscious of the fact of its existence."

Apparently, Professor Tawney is satisfied that our present inequalities are due not so much to inequalities of riches as inequalities of culture. What the working class movement stands for, says the author, "what makes it of permanent significance and not merely the clamour of a mob for comfort and amusements, is obviously the ideal social solidarity, as a corrective to the exaggerated emphasis on individual advancement through acquisition of wealth. It is a faith in the possibility of a society in which a higher value will be set on human beings, and a lower value on money and economic power, when money and power do not serve human ends."

Equality in law is generally accepted, but equality in opportunity is still a shibboleth. The movement which equalised legal rights, released other energies of an economic character. It was not intolerant of all social gradations, but only those which rested on legal privilege. "It condemned the inequalities of the feudal past; it blessed the inequalities of the industrial future." The formula of equality of opportunity "is one to which homage is paid to-day by all, including those who resist most strenuously to apply it. . . . Its credit is good, as long as it does not venture to cash its cheques."

Equality of opportunity is not easily defined. We have before us at the present time a criss-cross issue affecting equality of opportunity to enter the Local Government Service. A search goes on to obtain for the university graduate entrance into Local Government administration, which, it is claimed, he has not the opportunity to enter while local authorities recruit the majority of their staffs from elementary and secondary school boys and girls.

In some quarters it has already been suggested that there should be a three-tier system of recruitment (*a*) from the elementary schools; (*b*) from the secondary schools; and (*c*) from the universities. The danger lies in the possibility that class regulation of entry into the service under the cloak of opportunity may create inequality of opportunity to rise from the junior positions to the higher posts.

But as Tawney says, "Those who have the impertinence to walk up to ghosts can usually walk through them," and without sane radical reconstruction of local government departmental organisation, theories will not stand up to practice. This book stimulates thought.

PETER SUCH.

BELL'S SALE OF FOOD AND DRUGS. English Edition by R. A. Robinson. Price 15s. Butterworth & Co. (Publishers), Ltd., Bell Yard, Temple Bar, E.C.

RECENT legislation left the Foods and Drugs Inspector with a mass of new duties and no competent handbook for his guidance. The Chief Officer of the Middlesex Control Department repairs the deficiency with an admirable new edition of Bell's well-known volume. Lawyers, as well as the officers of local authorities, will find help in a work that embraces so wide a field as the Food and Drugs (Adulteration) Act, 1928, the Acts of 1915 and 1922 in their application to milk, the sale of Food (Weights and Measures) Act, the Merchandise Marks Act of 1926, and the Artificial Cream Act of three years later. The book gains by Mr. Robinson's long acquaintance with questions of sale and purity. It will remain the standard work for a long time to come. F.

EVERYMAN'S LIBRARY. J. M. Dent & Sons, London. Price 2s. each volume.

THERE are now 868 volumes in this national library for the people. Amongst the last dozen to be added are *Trilby*, by George Du Maurier, *Hetty Wesley*, by Sir Arthur Quiller-Couch, and the *Confessions of Rousseau*. There is a feast of reading in every set of reprints which appear from time to time. Wealthy is the man who possesses the complete set. L.H.

THE TIGER SNAKE. By Harry Stephen Keeler. Ward, Locke & Co., London. Price 7s. 6d.

THIS is an engrossing mystery story which holds to the end about crookdom, and no one will be able to put the book down until the mystery has been solved. Why such a determined effort to regain, dead or alive, a lost tiger-snake, last seen near a Chicago railway track?

ENROL
THIS MONTH FOR
THE SUMMER
SCHOOLS

What was the mystery of the strange advertisement in the papers? L.H.

THE FLAMING CRESCENT. By Ottwell Binns. Ward, Locke & Co., London. Price 7s. 6d.

BEFORE him was a crescent of green fire; between its horns a single star blazing like an emerald. That it was of human agency was not to be questioned; the distant drum throbbing through the stillness, indicated relation to some high festival. Its significance? Michael Chevrell went a long way before he found the solution, a way that led him to Paris and to Devonshire—and to the woman of his dreams. L.H.

UP TO MAMETZ. By Llewelyn Wyn Griffith. Faber & Faber, London. Price 7s. 6d.

THIS war book—not a novel—is selective memorising by a new writer with an eye for significant detail, a sense of humour, an ability to tell of tragedy impersonal, and what is harder still, a tragedy personal. From the beginning there is a restrained intensity which increases towards the climax of Mametz. The hatefulness of mud and blood, anxiety and fear, is neither minimised nor exaggerated; they take their unemphatic place in a personal and moving document. The book is unique as a war book from a Welsh writer. L.H.

PRIZE ESSAY

ELSEWHERE in the journal will be found details of the Sir Arthur Robinson Prize Essay. Very few essays have yet been received, but the closing date is not until July 1. This essay competition offers a chance not only of winning £5 5s., but of playing a major part in one of the meetings at the school. Turn up page 170 and think it over!

READER'S NOTES

By JACOB TONSON

OF recent years there has been a remarkable change in the production of biographical literature. This is apparent as much in the catholicity of subjects as in treatment. A generation ago subjects for biography or autobiography were confined to prominent men and women in the political, scientific, religious, literary, or kindred spheres. An example of the great change in subject matter is to be found in *My First Fifty Years*, by Paul Poiret (Goodlane. 10s. 6d.). A dressmaker! Imagine! A man engaged in woman's work—the tailor of the gay and wealthy Parisienne, because he could dress her well. What would Ruskin have said? Yet the book is a delightfully ingenuous record of a man finding success in the one thing he could do well. His early disappointments and paternal discouragements, his love of drama and art, the building of his business, his lavish entertainments mingle with experiences of many well-known people. The book has a free and unforced style of writing. Full of "I's" (there are as many as fifteen to the page), it is not obtrusively egotistical, though this might have been forgiven in a man who ruled the destinies of the feminine elite of Europe so far as attire is concerned.

* * *

1066 and All That, by Sellar and Yeatman (Methuen. 5s.), has been through several editions since last October. It is cleverly satirical of the predominant actions of the monarchs and statesmen of England from the Conqueror to the Great War. The authors are rather scornful of Americans. Of "the age of daring discoveries" (Henry VII) it is said, "The greatest of these discoverers, however, was St. Christophus Columba, the utterly memorable American, who, with the assistance of the intrepid adventurers, John and Sebastian Robot, discovered how to make an egg stand on its wrong end. (Modern History is generally dated from this event.)" History came to a full stop when America entered the Great War.

* * *

Gay Agony, by H. A. Manhood (Cape. 7s. 6d.) is a powerfully dramatic story of the finishing of the building of a reservoir dam in a wild moorland country. The coming of the new engineer, the clash of interests, his and the foreman's, both enamoured of the widow landlady of the only hotel and lodging-place in the village. You feel the glamour of the moor, but above all the cloud of superstition its influence breeds in the lives of the villagers. The book is an excellent study of character though the possibility of some of the dramatic forces may be questioned.

* * *

The Wreck of the Dumaru, by Lowell Thomas (Heinemann. 10s. 6d.) is an account of the apparently accidental blowing up of a vessel containing gasoline, munitions, etc., after a conflagration started by lightning. The main portion of the story relates the sufferings of the men who left the ship in the lifeboat. Twenty-four days in an open boat, many of the men going mad chiefly as the result of drinking sea-water, the body of one who died being eaten, the survivors—thirteen were left out of thirty-two—were washed ashore on one of the Philippine Islands. There are few romances of the sea more vivid in their description of horrors than this account, which is stated to be authentic. The later trial for murder before a Naval Board at Manila gives credence to the narrative.

* * *

I like a little of Beverley Nichols, but five small doses sufficient. In *Women and Children First* (Cape. 7s. 6d.) he is satirical as ever and on a subject—Woman—an object of satire from time immemorial, certainly before Beverley was born. But he is not always satirical—there is a delightful sketch of a woman's association with a mirror. Another is *A Woman in Moonlight*, a boy and girl in love, the boy a poet at heart

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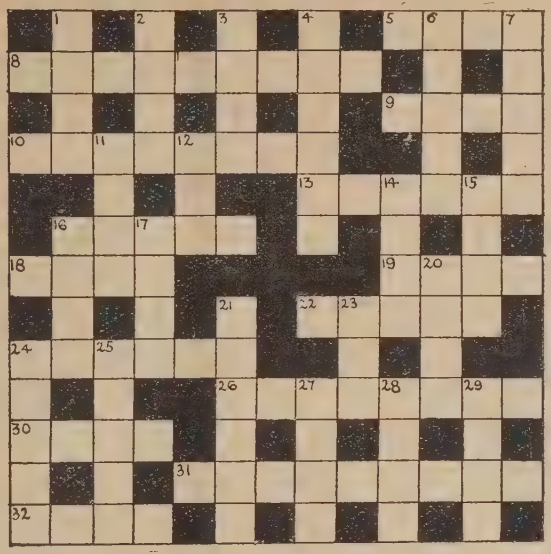

CLUES, ACROSS

5. Small lizards that were singularly ready in Shakespeare's day.
8. A flower composed of an oily substance and a vessel.
9. A carriage that we prefer to be used for others.
10. I put less in these botanical lobes.
13. Come into view.
16. There is a lapse in this leaf.
18. A hat when it is awake.
19. This is an irregular stopping-place.
22. This harbour is little more than a pool.
24. A plant popular for table decorations and bouquets.
26. Ian seems to have gone into Perth to get a floral envelope.
30. A large bone in which the moon has become entangled.
31. Make sure you get these flowers from promisers.
32. Quality displayed by an Automobile Club in a tourist trophy race.

CLUES, DOWN

1. Worship.
2. When full this brings to a close.
3. Spoken, not written.
4. Though an apple, I am coarse and rusty.
6. I may be grey, black, or white, and am sometimes connected with "tuck."
7. I am wet in Germany, a merry frolic in England, and I have more than one peer.
11. The dice are in a chilly condition.
12. When shamed, this personification of Truth is unashamed.
14. Resound.
15. Here a strong wind appears to have upset a Scottish Highlander.
16. The centre of this country is the opposite of first rate.
17. D'ye ken John of this family?
20. Tell him that a verbal answer will do (hidden).
21. At last this specialist is saucy.
23. A kind of sorcery, though worn by Japanese women.
24. Check this showy enterprise.
25. An order of architecture.
27. A not very popular lady, but I arm her.
28. Am so taken up with this prophet.
29. A backward encounter.

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(*Continued on page* 178)

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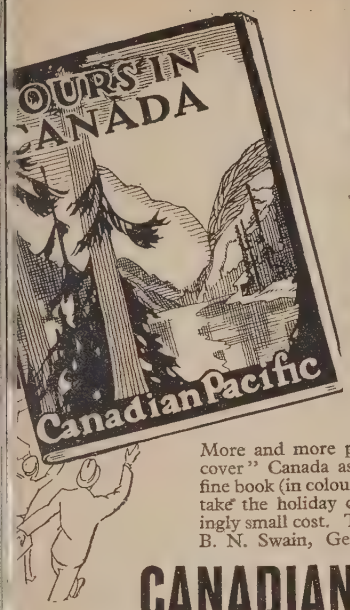

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GARDENING NOTES

By WALTER P. WRIGHT

Author of Everyman's Encyclopædia of Gardening, Scientific and Practical Gardening

IN my May notes I wrote of Summer bedding. It is quite likely that as regards the more tender flowers, such as dahlias, zinnias, zonal pelargoniums, etc., some planting still remains to be done, especially with Northern readers, who may be anything up to three weeks behind Southerners. It will be the same with tomatoes, which are unsafe outdoors before June in many districts. In providing for staking, allow for no more than 4 feet of altitude, removing the tips later on if necessary to keep the tomatoes within this maximum height.

* * *

Mention of staking reminds me. When staking herbaceous plants, there should be at least two, and in some cases preferably three, tiers of bands. If the cost of stakes is the obstacle make bean rods do. One gets about 50 stout 7-8-foot rods for 2s. For tying, tarred hemp at 6d. to 8d. the ½-lb. ball is as economical as anything, although for bulky herbaceous things I prefer the thicker cord.

* * *

With a lot of young bedded-out plants coming on, it behoves the amateur to keep his eye open for slugs. There are many advertised remedies, which may be tried at will. Of homely things remember lime. Leave a lump of fresh builder's lime in a pail of water all night and in the evening draw off the liquid and sprinkle it about after dark. Or dust slaked lime among the plants after dark, using two dustings at intervals of an hour in case the slugs have cast the first lot by shedding their outer skins.

* * *

The Royal Horticultural Society has been seeking remedies for "spot," a fungus disease of roses which is spreading rapidly. Unfortunately the results are none too satisfactory. Bordeaux Mixture (4 lb. sulphate of copper, 4 lb. lime, 50 gallons water) has proved successful in some cases, but four applications were needed in the season. Another difficulty is that the mixture discolours the foliage. Rose-growers must weigh the pros and cons for themselves. Every grower of the lovely single variety Juliet knows how subject it is to "spot." With this and some other sorts the disease is almost incurable.

* * *

Is lawn-mowing without a box sound? It is if the turf is free from weeds, and of course it saves trouble. If, however, there are many weed flowers about, a box should be used to catch the mowings. Remember, however, that weeds can be kept in subjection by spudding (I prefer the short-handled tool costing a shilling or less), or by a pinch of sulphate of ammonia put on the worst weeds in the evening and left.

* * *

Sweet peas are at an interesting stage. Recall past advice about stopping seedlings at 4 inches, and keep the resulting shoots securely supported; also pinch out their laterals and snip off their tendrils. A mulching of manure will help the plants and save labour in watering. Long stems and fine flowers are on the way.

* * *

Carnations will soon need support. There are various special contraptions as alternatives to simple flower sticks, which, however, can be made to do. I am indulging myself in a collection of Allwoodii this year—twenty-one varieties, no less, and the cost thereof under a pound! Now, what about it, readers? It isn't too late to follow a good example, as many florists stock them in pots. They are charming hybrid pinks, sweet and very free-blooming. Plenty of grit in the soil, please.

* * *

Dahlias are moving. The little Coltness sorts promise early bloom. I advise growers of the large types to disbud the shoots. No dahlia need have more than eight to make a fine flowering bush, and five or six are ample for the show and fancy types.

* * *

I hope many readers took my tip about the cleanliness of gladioli and got a nice lot. These should be in full growth now. Keep the soil among them well stirred and get stakes ready for the first on.

* * *

Many growers keep their tuberous begonias in moist cocoanut fibre refuse or bulb fibre till June, so as to get the shoots well started. Not a bad plan either. If put out in showery weather this month they never look back, provided the soil is fertile and kept moist by regular hoeing. Several of the fibrous-rooted begonias are lovely little plants and can go out now.

* * *

Sturdy young chrysanthemums from Spring cuttings may be decapitated to start back buds and get nice bushy plants. Growers of plants in pots for big blooms will soon be thinking about the final potting into 9-inch.

* * *

Already we have to think about next year, and among other things we must prepare a bed for sowing biennials, etc. I would sow such things as double daisies, sweet williams, forget-me-nots, Indian pinks, Canterbury bells, Brompton stocks, foxgloves, and Iceland poppies any time after the middle of June, but leave wallflowers till the end, later still if the soil is rich, otherwise they will get too bulky before planting time comes in autumn.

* * *

BRIEF MEMS

VEGETABLES.—Gather early peas, and make a last sowing, using an early variety. Sow runner and French beans. Thin rows of greens. Plant out early cauliflowers. Earth potatoes. Nip off the tips of strong broad beans well in bloom to circumvent black fly. Prepare a trench for celery and plant. Water cucumber frames and close for the day about 5 p.m. (summer time). Plant leeks 1 foot apart in rows 2 feet asunder, or in trenches. After thinning carrots, moisten some ashes or sand with paraffin and spread along the rows to repel the fly. Spray onions with the paraffin and soft soap solution recommended in May to repel fly and avert maggot. The solution may also be sprayed on young celery plants. Plant vegetable marrows. Sow Green Curled endive if wanted for autumn. Plant lettuce for succession. Discontinue cutting asparagus. Hoe between all growing crops to maintain moisture and keep weeds down.

FLOWERS.—Tie-in rambler roses. Finish bedding-out. Where shrubs are making abundant young shoots cut out older shoots which have flowered. Sow biennials and perennials for next year. Stop young chrysanthemums and disbud pot plants. Stop young fuchsias and repot. Prick off seedling cinerarias and primulas. Plant and disbud dahlias. Plant begonias. Crush leaf-roller maggots on roses.

FRUIT.—Ventilate vineries and leave the ventilators just open all night. Thin peaches. Spread straw between strawberry rows. Get netting ready for covering the bed. Make early gatherings of gooseberries. Thin apples and pears, leaving not more than two fruits per spur. Prevent the crowding of melon shoots by disbudding, and when fruits have formed stop the shoots one leaf beyond. Look out for pests of various kinds.

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(*Continued from page 176*)

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OSTEND.—Recommended English Hotel, from two guineas week, including taxes. Pattenden, L. G., "Sackington," Brighton Road, Aldermaston.

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(*Continued on page 166*)

EXPERT EVIDENCE

REASONS both singular and amusing in favour of leaving things as they e found, are advanced whenever the former proposes an alteration in the it of local government. One of the ost interesting among pleas of that nd ever brought to the writer's notice as urged at the recent inquiry into the pro- osal to vary the boundaries between the ounties of Gloucester, Warwick, and Worcester, that was held by an Inspector f the Ministry of Health in December. n that occasion a very aged inhabitant f Cheltenham came forward to support ie view that the division between the ounties subsisting from Saxon times as also sound as a territorial arrangement the twentieth century. Having stated natural reluctance to sever old ties, the ontentious patriarch, amid the respectful nd silent wonder of the Court, emphati- ally declared that it was colder in Glou- estershire than in Warwickshire, and for hat reason he did not wish to be trans- erred from one county council to nother, even though his residence were ot disturbed in the process.

While the Ministry receives such opin- ons it does not act upon them. The give- nd-take proposals that were formulated y the three county councils concerned ave since obtained the approval of the Minister of Health. Under the scheme of ransfers arranged Warwickshire receives n addition of 10,570 acres from Glouces- ershire and 8,823 acres from Worcester- hire, while 3,474 acres are surrendered to he latter county.

ROCHESTER PAGEANT

Rochester will be *en fete* during the week une 22 to 27 inclusive. Two thousand years of rogress will be the slogan of the citizens of Rochester. They are engaged upon elaborate rrangements for a Civic Week and Historical ageant, which is to portray Rochester's progress rom the landing of Claudius in A.D. 43 to Dickens on the eve of his death in 1870, with a rand finale and march past.

PHILATELY

I am a prompt cash buyer of accumulations of stamps, both medium and rare, used and/or unused.—Bulgin, 73 Kensington Gardens, Ilford, Essex.

SCOTTISH NEWS

By the D.O.S.

THE storm centre in Scotland is still Lanarkshire. On Wednesday, May 13, a recommendation of the Salaries and Wages Committee caused a great furore in the Council. Little wonder that it did. It will be remembered that at the last meeting of the Council it was decided to make 10 per cent. "cuts" on the salaries of most of the staffs and from 2½ to 10 per cent. on a comparatively small section. Though the cuts varied absurdly in amount all were to be cut. Now the same Committee made the amazing recommendation that no "cuts" be made on any Chief Official nor on many highly paid Deputes, and that increases be given, some of them very substantial, in about fifty cases. After a long and heated debate, the Council decided to remit back the minute. It will be seen therefore, that at the moment, salary affairs in Lanarkshire are quite chaotic. With a Committee that "plays such fantastic tricks before high Heaven," it is impossible to say what will be the upshot of it all. We have asked the County Council to join with us in submitting a special case to the Inner House regarding the legality of the "cuts" on the salaries of transferred officers, but on this question the Council has not yet come to a decision.

* * *

The Town Council, on the application of the Association, has now adopted scales of salaries for draughtsmen in the Electricity Department. The Scales are deemed, on the whole, satisfactory, but there is still a question as to placings on the Scale to be settled. The D.O.S. has the matter in hand.

* * *

The opinion of Counsel has now been obtained on twenty different points of difficulty which have arisen in connection with claims. It is not proposed, in the meantime, to publish the Opinion, but the D.O.S. will be pleased to supply information to members.

* * *

On May 6 the Fifeshire Branch met in the Station Hotel, Kirkcaldy, to do honour to Mr. Wilson, Chief Public Assistance Officer for the County and late secretary to the Branch. The chairman, Mr. Douglas, of Dunfermline, in the name of the Branch presented Mr. Wilson with a beautiful bureau and he and several others made laudatory speeches.

WORCESTER SALARIES

A motion that the salaries of all the officials of the County Council be reduced; salaries up to £300 by 5 per cent., above £300 and up to £500 by 7½ per cent., and above £500 by 10 per cent. was considered at a recent meeting of the Worcester County Council.

Opposing the motion, the Chairman of the Finance Committee said the total annual saving effected under the resolution to the taxpayer and ratepayer would be £3,110 and the saving to the ratepayer would be £1,500, or about one third of a penny rate. The result would be discontent among the officials, and instead of a saving, he was convinced that it would be a very expensive matter.

The motion was lost by 40 votes to 9.

WESTMINSTER PRESENTATION

A LARGE number of the present officials and some of the past officials of the Westminster City Council assembled at the Westminster City Hall recently to make a presentation to Mr. J. F. Graham, the retiring Mayor's secretary, of an H.M.V. radio-gramophone instrument, which had been subscribed for by them. The presentation was made by the Town Clerk, Mr. Parker Morris, LL.B., supported by the City Comptroller, Mr. A. F. Stallwood, F.S.A.A.; the City Cleansing Surveyor, Capt. F. W. Cable, A.M.I.C.E.; the City Valuer, Capt. A. F. Bourdas, F.S.I., F.A.I.; the City Engineer, Mr. L. J. Veit, A.M.I.C.E.; Mr. Wood, Librarian; Mr. Hill, Deputy City Cleansing Surveyor, and other principal officers of the City Council.

Mr. Parker Morris congratulated Mr. Graham on his fine record of forty-one years' service in the municipal sphere. His service had not been confined to the City Council, as he had been for the greater part of that period the hon. secretary and treasurer of the Metropolitan Mayors' Association, and in that capacity he could imagine no one better known among the Metropolitan mayors and in mayoral circles. His assistance in administering funds raised for charitable objects had been invaluable. One of the last pieces of such work that fell to Mr. Graham was the Mayor's Relief Fund for the sufferers in Westminster from the disastrous overflowing of the River Thames, in which he assisted the Mayor to raise and distribute over £30,000.

Mr. Stallwood, City Comptroller, and Mr. W. J. Marsh, formerly City Valuer, Westminster, also paid tribute to Mr. Graham's tact and acumen.

Mr. Graham, acknowledging the presentation, said the many expressions of goodwill he had received made the parting easier for him. He was proud to think he was carrying away the good wishes of so many.

OBITUARY

It is with regret we announce the death, following a short illness, of Mr. A. H. S. Allan, honorary secretary of the Macclesfield Branch of N.A.L.G.O. To those aware of the immeasurable interest Mr. Allan took in the affairs of the Association, his death has come as a great shock. One of Mr. Allan's last acts was to complete the arrangements for a football match between Everton and Macclesfield Branches in aid of the Macclesfield General Infirmary, and it is believed he caught a chill during this match which led to pneumonia from which he died.

GUARANTEE SOCIETY

The fortieth annual general meeting of the Local Government Guarantee Society, Ltd., was held on April 24, Mr. C. H. Venning, the chairman, presiding. Notwithstanding the disturbance of business brought about by the Local Government Act of 1929, the premium income had been well maintained, whilst the claims ratio had been reduced from 62.5 to 51.9. The retiring directors and the auditors were duly re-appointed.

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AUCTION BRIDGE

By NEVILLE HOBSON

THE following are the official answers to the eight questions contained in the Bridge Competition announced in our last issue :

Questions 1 to 6 : In all these cases the deal had been made by South, and competitors were asked to state what he should say on each respective hand as first bidder.

1. *S.* A, x, x. *H.* x, x, x, x. *D.* J, x. *C.* A, x, x, x.

Answer : 1 Club.

It is now generally accepted in both English and American Auction Bridge circles that it is advisable to bid one of a minor suit when holding the Ace of that suit and another Ace, though it is safer to qualify this by requiring that the Ace of the minor suit should be supported by three other cards (though a holding of three only might be justified if the two other cards were Honours).

2. *S.* A, x, x, x. *H.* A, x, x. *D.* J, x. *C.* x, x, x, x.

Answer : No Bid.

The fundamental difference between this hand and No. 1 is that neither of the Aces held is in a minor suit, the bidding of which should always be regarded as an invitation to take out into a major suit or a No Trump. In the case of a bid of a major suit, this normally asks to be supported in itself and not converted into some other declaration, and the danger of being left in with a bid of One Spade is obvious. In the first hand, however, South's partner would immediately take out the bid of One Club if he had any holding which justified his doing so—but if this were not the case, there is every likelihood that the opposition would overbid (in which case the indication of the Club calls a useful lead, and North is aware that his partner possesses two quick tricks in defence).

3. *S.* A, K, x, x, x. *H.* J, x. *D.* x, x. *C.* x, x, x. x.

Answer : 1 Spade.

This hand possesses five cards in a major suit and also two quick tricks, and the mere fact that the remainder of the hand appears to have no value does not prevent South bidding his major suit.

4. *S.* x, x, x. *H.* A, x, x. *D.* A, x, x. *C.* K, Q, x, x.

Answer : 1 No Trump (or 1 Club).

I do not like giving alternative answers and allowing each to rank as a correct one, but this is a border line case on which opinions are fairly equally divided. Personally, I prefer a bid of 1 No Trump on the part of South rather than the 1 Club, in view of the particular distribution of the cards; but there is much to be said for the latter bid, and (as this is a 51-49 case) either answer will be credited as correct. Needless to say, it is an absolute minimum for consideration as a 1 No Trump, but the main strength is in the two minor suits and with an average holding on the part of North is as likely to be effective in No Trumps as any other bid.

5. *S.* x, x. *H.* K, Q, J, x, x, x. *D.* A, x. *C.* Q, x, x.

Answer : 3 Hearts.

Whilst pre-emptive bids at Game All in minor suits are usually open to objection in view of the difficulty in obtaining eleven tricks to win the rubber, this does not apply to major suits, and on a hand of this nature 3 hearts should be bid—particularly in view of weakness in Spades.

6. *S.* A, Q, 10, x, x. *H.* A. K, x, x, x. *D.* A, x. *C.* x.

Answer : 1 Spade.

Where two suits are held in fairly equal strength, it is advisable in practice to bid the higher-valued suit, in order that the alternative suit may be bid, if necessary, on the next round, and one's partner left to place it back into the original suit (without increasing the Contract) if he prefers it.

In this case—after bidding 1 Spade, South should bid 2 Hearts if either of the opponents bids a minor suit or North has not immediately supported. After bidding 2 Hearts, North will either leave in this bid or bid 2 Spades, whichever suits his hand the better, and if the opposition go to three of their suit, North has still the same choice of two alternative major suits.

In this case, South dealt and bid 1 No Trump. What should West say as second hand, when holding : *S.* Q, x. *H.* x, x, x. *D.* A, K, Q, x, x. *C.* K, Q, x.

Answer : No Bid.

West should not bid a minor suit as second hand over a No Trump, particularly as he is so weak in the major suits (to which either South or North may switch if advised by West of his Diamond strength). West has little or no chance of making Game, and may make five tricks with Diamonds, or at least four, in view of his having a quick trick in Clubs, with which to establish the last Diamond if necessary.

8. In this case, South had also bid one No Trump as Dealer. What should West say, holding : *S.* K, Q, x. *H.* A, K, Q, x, x. *D.* x, x, x. *C.* Q, x.

Answer : 2 Hearts (or Double).

This hand differs from the last inasmuch as West's strength is in a major suit, and South's bid was obviously made upon a strong holding in the minor suits, in which Game might be practicable if he held a stop in Hearts and also the Ace of Spades. I would bid 2 Hearts at once, but I realise that there is much to commend the use of the informatory Double on a hand of this nature, —in order to give East a chance to bid Spades, in which case Game might be possible. If however, East bids either of the minor suits, West can then bid his Hearts. This is another 51-49 case, and—notwithstanding my preference for 2 Hearts—"Double" will rank as a correct answer for the purpose of the competition.

The above hands illustrate some of the main principles of bidding, and it is proposed to discuss them in detail in the next few issues.

Every effort will be made to state the general principles as clearly and simply as possible, and I conclude by acknowledging my indebtedness to Mr. Frank England for the comments he was kind enough to make upon my proposed rulings, which have been most helpful and of which I have taken full advantage. I can only hope that the winner will derive as much benefit from his excellent work on "The Play of the Cards" as I have.

Awards :

The only competitor to give all the eight correct answers was Mr. Percy Neill, Flint Street Depot, Bradford Road, Huddersfield, and he has been awarded a copy of *The Play of the Cards*, by Frank England and Hope Reford. It was intended to award only three additional prizes, but—as there were four competitors who obtained seven points—four extra prizes (two packs of "New Era" Concave Playing Cards) go to Mr. John Crocker, 85 Parnie Street, Glasgow; Mr. Percy J. Foster, City Engineer's Office, Cardiff; Mr. J. B. Margerison, 45 Shear Brow, Blackburn; and Mr. Thomas Mossman, 4 Glenbrooke Terrace, Gateshead.

There was an encouraging number of competitors, and Miss M. Holman and Messrs. S. Alexander, A. Haworth, and A. E. Simpson were only one point behind the prize-winners.

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NALGO SPORTS

BILLIARDS

SEVERAL branches took part in the Billiards Competitions in the North west District during the winter months. In the final, "Billiards," Ruthin met Colwyn Bay at Rhyl, Ruthin being the winners. In the "Individual Billiards," Mr. Noel Williams (Holywell) was the winner, Mr. R. C. Wrinch, Colwyn Bay, being the runner up. Summer sports are being arranged.

BOWLING

The following fixtures have been arranged by the Metropolitan District Committee of N.A.L.G.O. during the coming season :

Friday, May 15.—*v.* Central Croydon (B.C.) at Croydon.

Friday, June 5.—*v.* Civil Service (London Area) at Paddington.

Tuesday, June 16.—*v.* L.C.C. Staff at Beckenham.

Thursday, June 25.—*v.* N.A.L.G.O. Southern District at Reading.

Sunday, July 5.—*v.* Civil Service (Headquarters) at Chiswick.

Friday, September 11.—*v.* Central Croydon, at Croydon.

FOOTBALL

The final round of the Yorkshire Football Competition for the Clegg Cup was played at Leeds, Rotherham Municipal Officers meeting Leeds Municipal Officers. On a heavy ground the Rotherham team played good football and took the lead early through Nicholson, who scored again before the interval. Fieldhouse reduced the lead for Leeds. In the second half Leeds drew level through the same player, but Dale scored a third and winning goal for Rotherham.

After the match the cup was presented to R. Exley, the Rotherham captain, by the City Engineer of Leeds (chairman of the Leeds Branch). The teams were entertained to tea by the Leeds Branch.

The Stretford and Sale Branches were opposed on May 7 on the football field, the ground being kindly loaned by the Manchester United Club, Stretford winning by four goals to two. A collection on the ground for the B. & O. Fund realised over £2. A "hot-pot" supper followed the match, Mr. J. Hindle and Mr. J. W. L. Foulkes, presidents respectively of the Stretford and Sale Branches, being present with other officials.

Teams representing the Hants County and the Swindon Branches of N.A.L.G.O. met at Salisbury on Saturday, April 18, in the final of the Southern District Football Competition for the challenge cup presented by Mr. Griffiths, Town Clerk of Aldershot. Both teams brought large contingents of supporters. Hants won by three goals to nothing after a keen game.

CHESS

The Chess Competitions of the Metropolitan District Committee of N.A.L.G.O. recently concluded, give every indication of the growing popularity of the tournaments from time to time arranged in the inter-branch (team) competition for the "Coombs" Chess Cup. Kensington (J. Wharton, W. Morrison, R. Howe, W. Boulton and F. Sedgwick) beat Southwark. In the individual Championship Competition for the "Lord" Challenge Cup, Southwark Branch, represented by W. L. Brierley, defeated Camberwell Branch, represented by W. R. Farmer.

There were thirteen entries in the handicap competition for the Bailey Chess Cup. D. Lowe, West Ham, with 7½ points, beat W. Morrison, runner up with 6½ points. The Metropolitan Team in the London Chess League fared badly, only three wins being secured.

THE SOCIETY OF TOWN CLERKS

Mr. F. E. Warbeck Howell, Town Clerk of Manchester, has been appointed Chairman, and Mr. R. M. Middleton, Town Clerk of Lancaster, Hon. Secretary and Treasurer of the North western Branch of the Society of Town Clerks. There are 51 Town Clerks in the area, which comprises the counties of Cumberland, Westmorland, Lancashire, Cheshire, and the Isle of Man.

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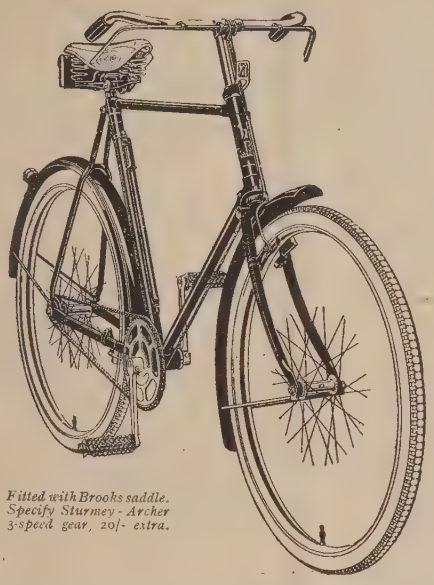

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TOWN MANAGERS

A Reply to "Jonas Praps"

JONAS PRAPS' article in the April issue of LOCAL GOVERNMENT SERVICE could aptly be described as "the diehard in the ditch." Whatever he thinks, according to many eminent thinkers, some alternative to our present system should be found if local government is to advance. Those who have the best interests of the service at heart will do well to ask whether Jonas is not misleading them. It may be that the town manager system affords a greater opportunity of advancing the interests of the service than any other alternative, or even the present system.

He cannot visualise the uses of a town manager. Yet in the next breath he shows the need for some such person when he admits that a certain amount of co-ordination is both possible and desirable, and that officials may be at variance. He must be musing when he speaks about one man having to master the details of management of every department. Does the general manager of a railway company concern himself with the details of the engineer's department of the company? The town manager system instead of minimising their status (whatever this may mean) would impose on other heads of departments greater scope and responsibility than they possess to-day.

Jonas Praps likes tradition. It was tradition which gave us the standing committee system when local government was nothing more than the maintenance of law and order. That system is unsuited to modern developments and may either produce the collapse of local government, or it may shut the door to future statutory powers to municipal authorities if we do not get rid of it.

A centre of administration in local government —call him town manager, city manager, burgomaster, or by some other name—has proved eminently successful in progressive countries not affected by our tradition. There is no stereotyped form. America, Germany, France, and Ireland each made a particular brand. The only thing in common is a recognised head of affairs, i.e. what our system lacks and badly needs.

If Jonas Praps regards the high status of the trained local government service in Germany, where the burgomaster (an officer similar to a town manager) is well established, he should not be disturbed by the system's possibilities. Let us not take too narrow a view. A town manager moulded to English ideas, would neither be a dictator nor an oppressor. If England creates him he will be fashioned in democratic clothing. The general elevation of the local government service may very well follow.

JACOB HOPEFUL.

The Sunderland Public Assistance Committee rejected a proposal to grade certain officers employed in its institutions.

AIR-MINDED OFFICERS

A VISIT to Croydon Aerodrome, an insight into the mysteries of the control of those liners of the sky and, better still for those whose first experience it was, an extended trip in one of the Imperial Airway cross-channel machines, were but a few of the delights shared by members of the Chelsea Branch of N.A.L.G.O. who were among the party to visit the great airport on May 9. The excursion numbering some twenty persons, included Mr. Ruffy, the Deputy Town Clerk and Mr. Webb, the Deputy Surveyor, and six ladies.

Upon arrival at Croydon a most interesting hour was spent in a conducted tour of the hangars where various types of machines were to be seen and the intricacies of control explained. By arrangement with Imperial Airways a twenty-seater Argosy aeroplane—a large triple-engined liner of the type which is daily used upon the London-Paris service—had been chartered and in this machine an interesting flight made from Croydon to Chelsea and back. Weather was ideal and it was a source of pleasure to the passengers to be able to recognise familiar parts of the borough from an entirely novel angle.

CHELSEA NALGOITES ON A VISIT TO CROYDON AIRPORT

OFFICIALS' SALARIES

The special Committee of the Lancashire County Council appointed in February, 1930, to go into matters relating to departmental officials and staffs, reports that on the question of the salaries of chief officials it is hardly practicable to fix minimum and maximum figures because of repeatedly changing circumstances and the fact that the future duties may have no analogy to present circumstances.

The only real recommendation made is that the County Council should set up a new committee, to be called the Co-ordination Committee, to which should be delegated certain defined duties, including those hitherto discharged by the committee of chairmen, which should cease to exist. Among other things, this committee should deal with the numbers and salaries of county officials.

CAMP SONG COMPETITION

PRIZE OF 5 GUINEAS

THE Association offers a prize of 5 guineas for the words of a camp song. This should consist of not more than three verses with chorus, but without music and should be appropriate for community singing by visitors to the Association's holiday camp at Croyde Bay, North Devon.

The compositions should be typed and signed with a *nom de plume*. Each song must be accompanied by an envelope marked on the outside with the *nom de plume* of the competitor and inside a slip bearing his or her name and address. Competitors may, if they so desire, submit more than one song.

MOVEMENTS OF MEMBERS

Mr. G. F. Leighton, the Assistant Librarian at the Middlesbrough Public Libraries, has been appointed Librarian in charge of the Public Library, Radcliffe, near Manchester. During the four years that he has been at Middlesbrough, Mr. Leighton has had the task of organising the Intermediate Library, an important introduction into library work.

* * *

Mr. Swales, a member of the Bedford Branch of Nalgo, has been transferred to the Bucks C.C. Branch upon his taking up an appointment as School Attendance officer under the Buckingham authority.

* * *

Mr. W. D. Gash has joined the South Devon C.C. in the capacity of Town Planning Assistant.

* * *

From Tunbridge Wells, Mr. C. Chipperfield has gone into the service of the Folkestone Council as Costing Clerk.

* * *

The Bath Branch has recently transferred Mr. W. J. Webber to the West Sussex C.C. Branch, which branch also receives into membership from other authorities Mr. F. B. Young, formerly of Bedford, and Mr. G. Masters, of Chichester.

* * *

Mr. R. H. Wigmore, formerly of Maidstone, has secured a post under the Barking U.D.C.

* * *

Mr. Stephenson, of Bridlington, has transferred to membership of the Witney R.D.C. Branch.

* * *

Mr. F. W. Bostock, Ilkeston, has been appointed to a post in the Borough Treasurer's Department, Richmond.

* * *

Mr. H. Voysey, Notts C.C., has taken up duties as Assistant Inspector and Agricultural Assistant, Kent C.C.

* * *

Mr. C. A. Wood, a member of the Dudley Branch, has been appointed Chief Sanitary Inspector at Keighley.

* * *

Miss W. K. Brazier, West Bromwich, has gone to Stepney as Health Visitor, and Miss M. M. Byard, from the same authority, to Tipton.

* * *

Mr. Griffith Thomas, Glamorgan C.C., has been appointed Assistant Engineer, West Suffolk C.C.

* * *

The Rawtenstall U.D.C. has selected Mr. F. Lythgoe, a member of the Leigh Branch, to fill the position of 'Bus Manager.

* * *

Mr. G. Bellis, of Manchester, goes to Denbigh C.C. as Senior Assistant in the Architectural Department.

* * *

Late of Rochdale, Mr. T. W. Midwood has been appointed a Draughtsman.

* * *

From Todmorden, Mr. G. W. Jones has entered the service of the Burnley T.C. as Chief Committee Clerk.

* * *

Mr. W. C. F. Hopwood, who has been appointed Assistant Chief Clerk in the Public Health Department of the Surrey C.C., was formerly at Stretford.

* * *

Darwin's new Gas Engineer is Mr. A. F. Ames, of Accrington.

* * *

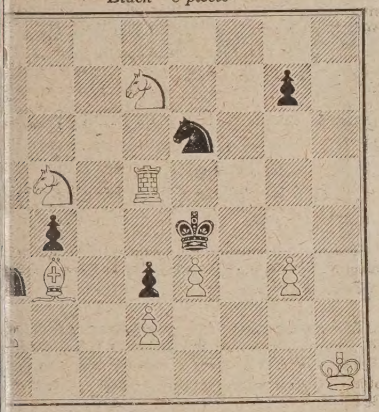
The Lancashire C.C. has selected Mr. J. F. Pickington, of Accrington, for a post in the Surveyor's Department.

THE GAME OF CHESS

By ANSELMO LOPEZ

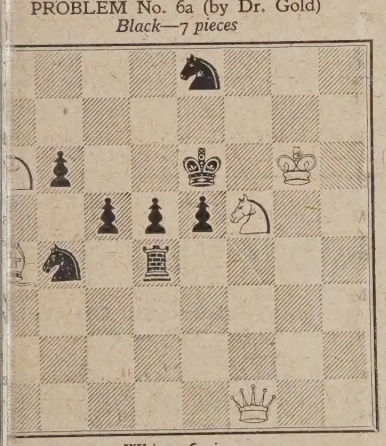
Get out the board of black and white
That charms my learned leisure!
Where "all is square" it must be right
For me to find my pleasure.—Punch.

ROBLEM No. 6 (by A. F. Mackenzie)
Black—6 pieces



White—9 pieces
White to move and mate in three moves

PROBLEM No. 6a (by Dr. Gold)
Black—7 pieces



White—6 pieces
White to move and mate in two moves

NEW YORK TOURNEY

The chief chess event of the past month was the rnament held in New York in which Senor pablanca took part. There were twelve entries, whom six, Capablanca, Marshall, Kashdan, pchik, H. Steiner and Ed. Lasker, have ernational fame. Capablanca came out on top h 10 points and without losing a game. shdan followed with 8½ points, and also without ing a single game. The score made by Marshall, many years champion of U.S.A., was dis- pointing—4 points. He is likely now to receive challenge from Kashdan, a rising star who is y high in the chess firmament as a consequence his performance at this tourney.

The brightest win was achieved by Marshall a game with M. Fox, a strong player well own in London chess circles in former days, t now resident in Canada. This game ran as lows:

QP Opening.

WHITE MARSHALL	BLACK FOX
1. P—Q4	Kt—KB3
2. Kt—KB3	P—K3
3. B—B4	B—Kt5 ch
4. B—Q2	Q—K2
5. Q—B3	P—QKt3
6. P—K4	B×B ch
7. QKt×B	P—Q3
8. P—K5	P×P
9. P×P	KKt—Q2
10. Q—K4	P—QB3
11. Q—Kt4	Castles
12. B—Q3	P—KB4
13. P×P e.p.	Kt×P
14. Q—R4	Q—Kt5
15. Castles (QR)	QKt—Q2
16. KR—Kt1	Kt—B4
17. B—B2	Kt—R5
18. Kt—Kt3	P—QKt4
19. P—QR3	Q—K2
20. B×P ch	K—R1
21. Kt—K5	Resigns

THE INSULL TROPHY

The trophy donated by Mr. Samuel Insull for annual competition between London and U.S.A. cities—the matches to be played by cable—was won by London in this year's cable match against Philadelphia. This was London's third win of the kind, and, in accordance with the conditions governing the competition, the trophy has consequently become the property of London. A new trophy is sure to be provided, but it will probably cover a wider field.

BRITISH INTERNATIONAL TEAM

The executive Committee of the British Chess Federation has selected the following team to represent the British Empire in this year's International Team tournament at Prague: Mir Sultan Khan, Sir George Thomas, F. D. Yates, W. Winter, and V. Waltuch; Sir George Thomas to act as captain. For the Women's World-championship Tournament, which will be held at the same time and place, Mrs. R. H. Stevenson, British Woman Champion, has been selected by the committee.

BRIEF BRILLIANCES: No. 6

Two Knights defence.

WHITE	BLACK
1. P—K4	P—K4
2. Kt—KB3	Kt—QB3
3. B—B4	Kt—B3
4. Kt—Kt5	P—Q4
5. P×P	Kt×P
6. Kt×P	K×Kt
7. Q—B3 ch	K—K3
8. Kt—B3	QKt—K2
9. Castles	P—B3
10. R—Ksq	B—Q2
11. P—Q4	K—Q3
12. R×P	Kt—KKt3
13. Kt×Kt	K×R
14. P×Kt ch	K—B4
15. Q—K3 ch	K×B
16. Q—Q3 ch	K—B4
17. P—Kt4	Mate.

Won by Samuel Standidge Boden, an eminent British amateur in Morphy's day. (He was chess editor of *The Field* from 1858 to 1873).

END GAME: No. 6

White (4 pieces)—K on KB6, Kt on K4, Pawns on QKt5, QR4.

Black (4 pieces)—K on K sq, Kt on QR2, Pawns on QKt3, QR4.

White to play and win.

SOLUTION TO PROBLEM No. 6 (3-mover by A. F. Mackenzie)

Key, B—Q sq.

If 1, K x R; 2, B—B3 ch, K—B5; 3, Kt—Q6 mate. If 1, Kt—QB5; 2, B—Kt4, Kt x QP; 3, R—K5 mate. If 1, Kt x Kt; 2, R—K5 mate.

Comment.—The key move has the objectionable feature of patent strength, and the further objectionable feature of depriving Black K of a flight square; but there is full compensation in its leaving White R *en prise*, and in the purity of the mates.

SOLUTION TO PROBLEM No. 6a (2-mover by Dr. Gold)

Key, Q—QB4.

If 1, P x Q; 2, B—Q7 mate. If 1, KP x R; 2, Q—K2 mate. If 1, BP x R; 2, Q—B8 mate. If 1, P—Kt4; 2, Kt x P mate. If 1, P—K5; 2, R x K P mate. If 1, KKt any; 2, Kt—B6 mate. If 1, QKt any; 2, Q x QP mate.

Comment.—Variety very good; play highly interesting, with nice pin in fifth variation; key offers Q in sacrifice whilst R is *en prise* too.

SOLUTION TO END GAME No. 6

WHITE	BLACK
1. K—K6	K—Q sq
2. Kt—Q6	K—B2
3. K—K7	K—Kt sq
4. K—Q7	K—R sq
5. K—B7	Kt×P ch
6. P×Kt!	

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(signed) Harry Vardon

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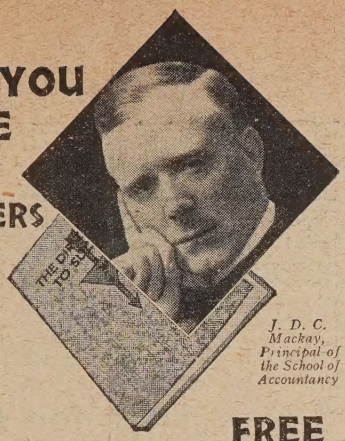

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